
Content

- 1 **Overview of the proxy analyses**
 - 1.1 Ethos voting positions
 - 1.2 Ethos voting positions per category of proposal
- 2 **Overview of the voting recommendations**
- 3 **Voting results**
 - 3.1 Average approval rate by GM topic
 - 3.2 Rejected board resolutions
 - 3.3 Withdrawn board resolutions
 - 3.4 Most contested board resolutions
 - 3.5 Shareholder resolutions
- 4 **Detailed voting recommendations**

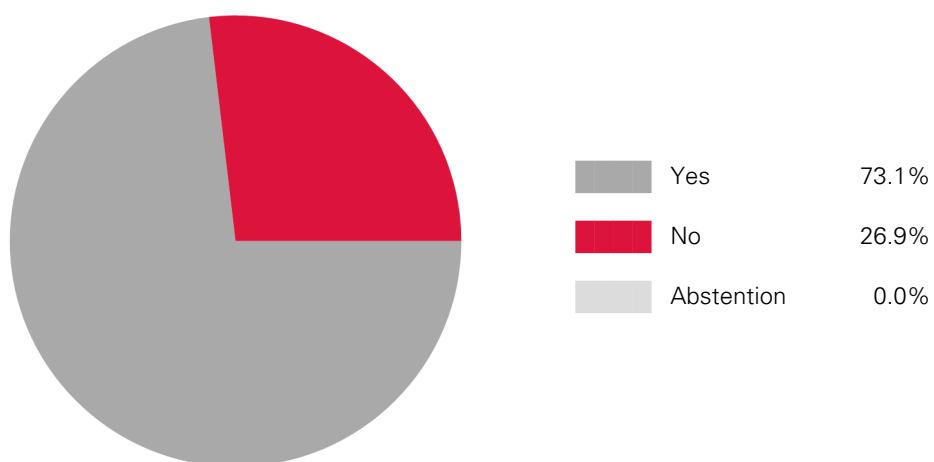
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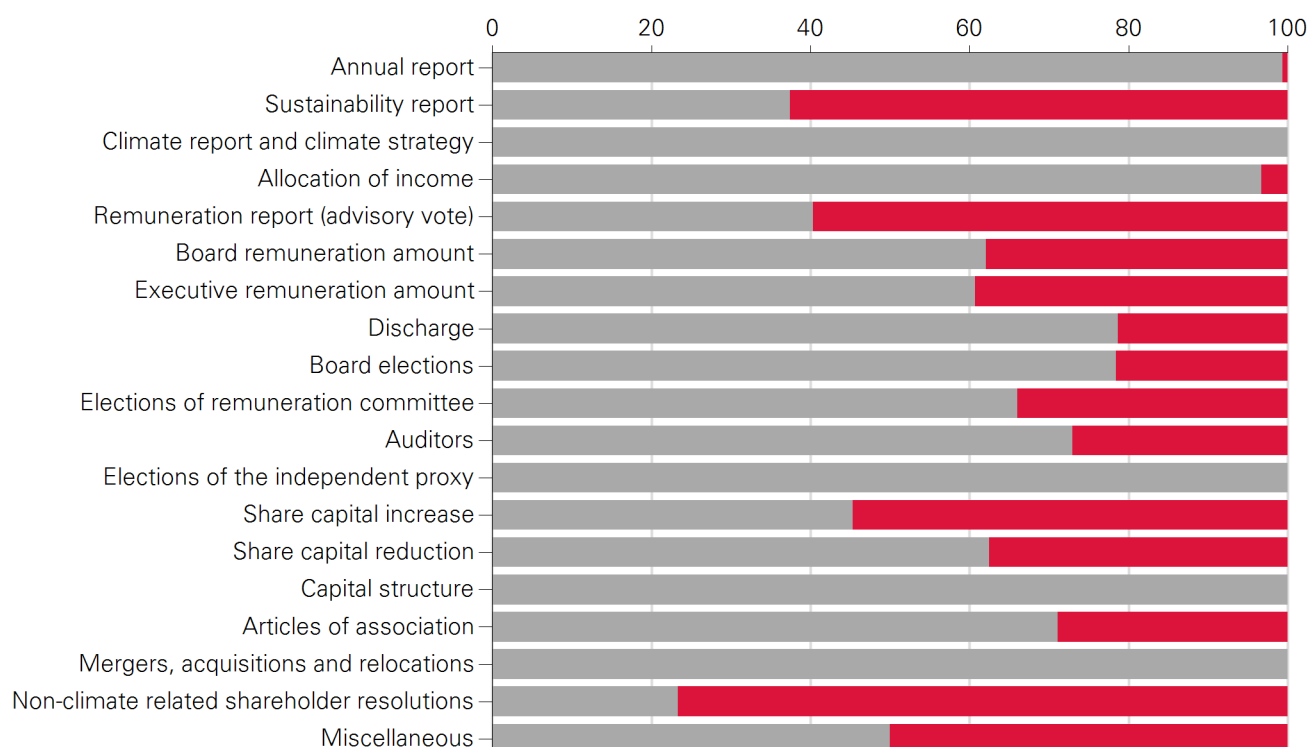
1 Overview of the proxy analyses

| Type of General Meeting | Number of meetings | Number of Proposals | | | |
|-------------------------------------------|--------------------|---------------------|-------------|------------|------------|
| | | Total | Yes | No | Abstention |
| Annual general meetings | 156 | 3043 | 2233 | 810 | 0 |
| Extraordinary general meetings | 6 | 46 | 25 | 21 | 0 |
| Annual and extraordinary general meetings | 1 | 10 | 8 | 2 | 0 |
| Total | 163 | 3099 | 2266 | 833 | 0 |

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



| | ■ Proposals approved | | ■ Proposals refused | | ■ Abstain | | Number of proposals |
|---------------------------------------------|----------------------|--------|---------------------|-------|-----------|------|---------------------|
| Annual report | 161 | 99.4% | 1 | 0.6% | 0 | 0.0% | 162 |
| Sustainability report | 43 | 37.4% | 72 | 62.6% | 0 | 0.0% | 115 |
| Climate report and climate strategy | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 1 |
| Allocation of income | 174 | 96.7% | 6 | 3.3% | 0 | 0.0% | 180 |
| Remuneration report (advisory vote) | 52 | 40.3% | 77 | 59.7% | 0 | 0.0% | 129 |
| Board remuneration amount | 98 | 62.0% | 60 | 38.0% | 0 | 0.0% | 158 |
| Executive remuneration amount | 136 | 60.7% | 88 | 39.3% | 0 | 0.0% | 224 |
| Discharge | 140 | 78.7% | 38 | 21.3% | 0 | 0.0% | 178 |
| Board elections | 837 | 78.4% | 231 | 21.6% | 0 | 0.0% | 1068 |
| Elections of remuneration committee | 278 | 66.0% | 143 | 34.0% | 0 | 0.0% | 421 |
| Auditors | 113 | 72.9% | 42 | 27.1% | 0 | 0.0% | 155 |
| Elections of the independent proxy | 149 | 100.0% | 0 | 0.0% | 0 | 0.0% | 149 |
| Share capital increase | 24 | 45.3% | 29 | 54.7% | 0 | 0.0% | 53 |
| Share capital reduction | 10 | 62.5% | 6 | 37.5% | 0 | 0.0% | 16 |
| Capital structure | 7 | 100.0% | 0 | 0.0% | 0 | 0.0% | 7 |
| Articles of association | 27 | 71.1% | 11 | 28.9% | 0 | 0.0% | 38 |
| Mergers, acquisitions and relocations | 3 | 100.0% | 0 | 0.0% | 0 | 0.0% | 3 |
| Non-climate related shareholder resolutions | 7 | 23.3% | 23 | 76.7% | 0 | 0.0% | 30 |
| Miscellaneous | 6 | 50.0% | 6 | 50.0% | 0 | 0.0% | 12 |

2 Overview of the voting recommendations

Type of General Meeting (Type)

- AGM Annual general meetings
- EGM Extraordinary general meetings
- MIX Annual and extraordinary general meetings

Votings

- ✓ For
- ◐ Partly for
- ✗ Oppose
- ✕ Abstain

| Company | Date | Type | Annual report | Sustainability report | Climate report and climate strategy | 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 | Non-climate related shareholder resolutions | Miscellaneous |
|----------------------------|------------|------|---------------|-----------------------|-------------------------------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|---------------------------------------------|---------------|
| Accelleron Industries | 06.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Addex Therapeutics | 24.06.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✓ | ◐ | ✗ | ✓ | ✓ | | | | | | | |
| Adecco | 17.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Adval Tech | 15.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ◐ | ✓ | ✓ | | | | ✓ | | | |
| Aeis Victoria | 21.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✗ | ◐ | ✗ | ✓ | ✓ | | | | | | | |
| Alcon | 06.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✗ | ✓ | ◐ | ✗ | ✓ | ✓ | | | | | | | |
| Allreal | 25.04.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| ams-Osram | 26.06.2025 | AGM | | | | | ✗ | ✓ | | ✓ | ✓ | | ✓ | | ✓ | ✗ | | | | | ✓ |
| APG SGA | 24.04.2025 | AGM | ✓ | | | ✗ | ✗ | ◐ | | ✓ | ◐ | ◐ | ✗ | ✓ | | | | | | | |
| Arbonia | 25.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✗ | ◐ | | ✓ | ✓ | ✗ | ✓ | | | | | |
| Aryzta | 30.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | | ✓ | | | | |
| Ascom | 16.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| ASmallWorld | 25.04.2025 | AGM | ✓ | | | ✓ | | ✗ | ◐ | ✗ | ✗ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| Autoneum | 02.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ◐ | ✗ | ✓ | ✗ | | | ✗ | | | |
| Avolta | 14.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ◐ | ✗ | ✗ | ✓ | ✗ | | | | | | |
| Bachem | 30.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | | | | | | | |
| Baloise Holding | 25.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| | 23.05.2025 | EGM | | | | | | | | | | | | | | | | | | ✓ | |
| Banque Cantonale de Genève | 29.04.2025 | AGM | ✓ | ✗ | | ✓ | | | | ✓ | ✓ | | ✗ | ✓ | | | ✓ | ✗ | | | |
| Banque Cantonale du Jura | 29.04.2025 | AGM | ✓ | | | ✓ | | | | ✓ | | | ✓ | ✓ | | | | ✓ | | | |

| Company | Date | Type | Annual report | Sustainability report | Climate report and climate strategy | 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 | Non-climate related shareholder resolutions | Miscellaneous |
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| Banque Cantonale du Valais | 03.06.2025 | AGM | ✓ | ✗ | | ✓ | | | | ✓ | ○ | | ✓ | ✓ | | | | | | | |
| Banque Cantonale Vaudoise | 08.05.2025 | AGM | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | | | | | | | |
| Basilea | 16.04.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Bell Food Group | 08.04.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Berner Kantonalbank | 13.05.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| BioVersys | 27.06.2025 | AGM | ✓ | | | ✓ | | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | | | | | | |
| BKW | 29.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| BNS | 25.04.2025 | AGM | ✓ | | | ✓ | | | | ✓ | | | ✓ | | | | | | | | |
| Bossard | 11.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Bucher Industries | 16.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | ○ | | | |
| Burkhalter Holding | 13.05.2025 | AGM | ✓ | ✗ | | ✓ | | ✗ | ○ | ✓ | ○ | ✗ | ✗ | ✓ | | | | | | | |
| BVZ Holding | 09.04.2025 | AGM | ✓ | ✗ | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Bystronic | 22.04.2025 | AGM | ✓ | ✗ | | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Calida | 08.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | ○ | | | |
| Cembra Money Bank | 24.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| CI Com | 28.05.2025 | EGM | | | | | | | | | ○ | ○ | ✓ | | | | | | | | |
| Cicor Technologies | 17.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | | | | | | |
| Clariant | 01.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Coltene | 23.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Comet Holding | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Compagnie Financière Tradition | 22.05.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✗ | ○ | ✗ | ✓ | ✓ | | ✓ | | | | | |
| Cosmo Pharmaceuticals | 30.05.2025 | AGM | ✓ | | | ✓ | | | | ✓ | ○ | | | | ✗ | ✗ | | ✓ | | | ✗ |
| Curatis Holding | 23.05.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✗ | ✓ | ✓ | | | | | | | |
| DocMorris | 08.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ○ | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | |
| Edisun Power Europe | 02.05.2025 | AGM | ✓ | ✗ | | ✓ | | ✓ | ✓ | ✗ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Emmi | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Feintool International | 29.04.2025 | AGM | ✓ | ✗ | | ✓ | | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Flughafen Zürich | 14.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Forbo | 04.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Fundamenta Real Estate | 09.04.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |

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| Galderma Group | 23.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Galenica | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| GAM Holding | 14.05.2025 | AGM | ✓ | | | ✓ | ✗ | 🟡 | 🟡 | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | ✗ |
| Geberit | 16.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Georg Fischer | 16.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Glarner Kantonalbank | 25.04.2025 | AGM | ✓ | ✗ | | ✓ | | ✓ | | ✓ | 🟡 | | ✓ | ✓ | | | | | | | |
| Groupe Minoteries | 20.05.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | ✗ | ✓ | ✓ | | | | | | | ✓ |
| Gurit | 15.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Helvetia | 25.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| | 23.05.2025 | EGM | | | | | | ✓ | | | ✓ | ✓ | | | ✓ | | | 🟡 | ✓ | | |
| HIAG Immobilien | 17.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | ✗ | ✗ | ✓ | | | | 🟡 | ✓ | | |
| Highlight Event and Entertainment | 25.06.2025 | AGM | ✗ | ✗ | | | ✗ | ✗ | ✗ | ✗ | 🟡 | ✗ | ✓ | ✓ | | | | | | | |
| Holcim | 14.05.2025 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | 🟡 | ✓ | ✗ | ✓ | | ✓ | | | ✓ | | |
| HT5 | 23.04.2025 | AGM | ✓ | | | ✓ | ✗ | | | ✗ | | | ✓ | ✓ | | | | | | | 🟡 |
| Huber+Suhner | 02.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Idorsia | 28.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | | | | | | |
| Inficon | 08.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | ✓ | | | | |
| Interroll | 06.06.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | 🟡 | | | |
| Intershop | 01.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Investis | 06.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✓ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| IVF Hartmann | 15.04.2025 | AGM | ✓ | | | 🟡 | ✓ | ✗ | ✓ | ✗ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | ✓ |
| Julius Bär | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | 🟡 | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| JungfrauBahn | 12.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Kardex | 24.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Komax | 16.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | ✗ | | | |
| Kudelski | 17.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✗ | 🟡 | ✗ | ✗ | ✓ | | | | | | | |
| Kühne + Nagel | 07.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Kuros Biosciences | 15.04.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | 🟡 | ✓ | 🟡 | 🟡 | ✗ | ✓ | ✗ | | | | | | ✗ |
| Landis+Gyr Group | 25.06.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| lastminute.com | 25.06.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | 🟡 | ✓ | 🟡 | | ✓ | | | ✗ | | | | | |
| Lem | 26.06.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | |

| Company | Date | Type | Annual report | Sustainability report | Climate report and climate strategy | 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 | Non-climate related shareholder resolutions | Miscellaneous |
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| Liechtensteinische Landesbank | 16.04.2025 | AGM | ✓ | | | ✓ | | | | ✓ | ○ | | ✓ | | | | | | | | |
| Lindt & Sprüngli | 16.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✓ | ✗ | ✓ | | ✓ | | | | | |
| Lonza | 09.05.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Luzerner Kantonalbank | 14.04.2025 | AGM | ✓ | ✓ | | ✓ | | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| MCH Group AG | 27.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ○ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |
| Medacta Group | 07.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ○ | ○ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Medartis Holding | 25.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ○ | ✓ | ○ | ✗ | ✗ | ✓ | | | | | | | |
| MedMix | 23.04.2025 | AGM | ✓ | ✗ | | ✗ | ✗ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Meier Tobler | 07.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | ✓ | | | | | |
| Metall Zug | 09.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | ✓ |
| Mikron | 16.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ○ | ✓ | ○ | ○ | ✓ | ✓ | | | | ○ | | | |
| mobilezone | 02.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Molecular Partners | 16.04.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✗ | ✓ | ✓ | | | | | | | |
| Montana Aerospace | 20.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ | | | | | | | |
| Nestlé | 16.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✗ | ✗ | ○ | ✓ | ✓ | ✓ | | ✓ | | | | | |
| Newron Pharmaceuticals | 23.04.2025 | MIX | ✓ | | | | ✓ | | | | ✓ | | ✓ | | ○ | | | | | | ○ |
| OC Oerlikon Corporation | 01.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Orascom Development | 08.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | | | | ✓ | | | ✓ |
| Orell Füssli | 13.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Orior | 21.05.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ○ | ✓ | ✓ | | | | | | | |
| Partners Group | 21.05.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ○ | ✓ | ○ | ✗ | ✓ | ✓ | | | | | | | |
| Peach Property Group | 23.05.2025 | AGM | ✓ | | | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | | ✓ | | | |
| Phoenix Mecano | 22.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✗ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Pierer Mobility | 25.04.2025 | EGM | | | | | | | | | | | | | ○ | | | | | | ✓ |
| | 23.06.2025 | AGM | | | | | ✗ | ✓ | | ✗ | ✗ | | | | | | | | | | |
| Plazza | 02.04.2025 | AGM | ✓ | | | ✓ | ✗ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | | |
| PolyPeptide Group | 09.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | | | | | | |
| Private Equity Holding | 24.06.2025 | AGM | ✓ | | | ✓ | | ✓ | | ✗ | ○ | ○ | ✓ | ✓ | | | | | | ✗ | |
| PSP Swiss Property | 03.04.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| R&S Group Holding | 14.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | ✗ | | | |

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|--------------------------|------------|------|---------------|-----------------------|-------------------------------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|---------------------------------------------|---------------|
| Relief Therapeutics | 12.06.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✗ | 🟡 | ✗ | ✓ | ✓ | | | | | | | |
| Rieter | 24.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Romande Energie | 14.05.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Sandoz Group | 15.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | | ✓ | ✓ | | | |
| Santhera Pharmaceuticals | 20.05.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | 🟡 | ✗ | ✓ | ✗ | | | | | | |
| Schlatter | 06.05.2025 | AGM | ✓ | | | ✓ | | ✗ | ✓ | ✗ | 🟡 | ✗ | ✗ | ✓ | | | | | | | |
| Schweiter Technologies | 09.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Sensirion Holding | 12.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | |
| SF Urban Properties | 09.04.2025 | AGM | ✓ | | | ✓ | ✗ | ✓ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| SFS Group | 30.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | |
| SHL Telemedicine | 28.05.2025 | AGM | | | | | | | | | 🟡 | | ✗ | | | | | | | | ✗ |
| Siegfried | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | |
| SIG Group | 08.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| SKAN Group | 07.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| SoftwareOne Holding | 11.04.2025 | EGM | | | | | | | | | 🟡 | | | | ✓ | | | | | | |
| | 16.05.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | 🟡 | ✓ | ✓ | | | | | | | |
| Sonova | 10.06.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| St.Galler Kantonalbank | 30.04.2025 | AGM | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | 🟡 | | ✗ | ✓ | | | | | | | |
| Stadler Rail | 07.05.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| StarragTornos Group | 17.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✗ | ✓ | ✗ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | |
| Straumann | 10.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | 🟡 | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Sulzer | 23.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| Sunrise Communications | 13.05.2025 | AGM | ✓ | ✓ | | ✗ | ✗ | ✗ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Swatch Group | 21.05.2025 | AGM | ✓ | ✓ | | ✓ | | 🟡 | 🟡 | ✗ | 🟡 | 🟡 | ✗ | ✓ | | | | | | ✓ | |
| Swiss Life | 14.05.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | ✓ | ✗ | ✓ | | ✓ | | | | | |
| Swiss Re | 11.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | 🟡 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Swissquote | 08.05.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Tecan | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✗ | ✓ | ✓ | | | | | | | |
| Temenos | 13.05.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | 🟡 | ✗ | ✓ | ✗ | ✓ | ✓ | | | | |
| TX Group | 11.04.2025 | AGM | ✓ | ✗ | | ✓ | | ✗ | 🟡 | ✓ | ✓ | 🟡 | ✗ | ✓ | | | | | | | |
| U-blox | 16.04.2025 | AGM | ✓ | ✗ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | |

| Company | Date | Type | Annual report | Sustainability report | Climate report and climate strategy | 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 | Non-climate related shareholder resolutions | Miscellaneous |
|------------------------|------------|------|---------------|-----------------------|-------------------------------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|---------------------------------------------|---------------|
| UBS | 10.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | | ✗ | | | | | |
| Valiant | 14.05.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | |
| Varia US Properties | 30.04.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| VAT Group | 29.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Vaudoise Assurances | 12.05.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Vetropack | 23.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✓ | ✗ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | |
| Villars Holding | 14.05.2025 | AGM | ✓ | | | ✓ | | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | |
| Vontobel | 02.04.2025 | AGM | ✓ | ✗ | | ✓ | ✗ | ✗ | 🟡 | ✓ | ✓ | 🟡 | ✗ | ✓ | | | | ✗ | | | |
| VP Bank | 25.04.2025 | AGM | ✓ | | | ✓ | | | | ✓ | ✓ | | ✓ | | | ✗ | | ✓ | | | |
| VZ Holding | 09.04.2025 | AGM | ✓ | ✗ | | ✓ | | ✓ | ✓ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| V-Zug Holding | 08.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Wartec Invest | 21.05.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✗ | ✓ | ✗ | | | ✓ | | | |
| WISeKey | 27.06.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✗ | 🟡 | ✗ | ✓ | ✓ | ✗ | | | | | | |
| Xlife Sciences | 24.06.2025 | AGM | ✓ | | | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | ✗ | | | |
| Zehnder Group | 03.04.2025 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Züblin Immobilien | 26.06.2025 | AGM | ✓ | | | ✓ | ✓ | ✗ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | ✓ | | 🟡 | |
| Zug Estates | 10.04.2025 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | |
| Zuger Kantonalbank | 10.05.2025 | AGM | ✓ | | | ✓ | ✗ | ✓ | ✓ | ✓ | 🟡 | 🟡 | | ✓ | | | | | | | |
| Zurich Insurance Group | 09.04.2025 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | |
| Zwahlen & Mayr | 08.04.2025 | AGM | ✓ | | | ✓ | | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ | | | | | | | |
| | 13.05.2025 | EGM | | | | | | | | ✗ | | | | | | | | | | | ✗ |

3 Voting results

3.1 Average approval rate by GM topic

| Type of Proposal | Number of Proposals | Available results | Average approval rate |
|---------------------------------------------|---------------------|-------------------|-----------------------|
| Annual report | 162 | 158 | 99.3% |
| Sustainability report | 115 | 115 | 94.9% |
| Climate report and climate strategy | 1 | 1 | 89.8% |
| Allocation of income | 180 | 176 | 98.7% |
| Remuneration report (advisory vote) | 129 | 128 | 86.3% |
| Board remuneration amount | 158 | 154 | 95.2% |
| Executive remuneration amount | 224 | 220 | 93.4% |
| Discharge | 178 | 173 | 97.4% |
| Board elections | 1068 | 1048 | 95.6% |
| Elections of remuneration committee | 421 | 412 | 92.5% |
| Auditors | 155 | 151 | 96.0% |
| Elections of the independent proxy | 149 | 147 | 99.6% |
| Share capital increase | 53 | 47 | 89.5% |
| Share capital reduction | 16 | 16 | 97.2% |
| Capital structure | 7 | 7 | 93.6% |
| Articles of association | 38 | 38 | 94.6% |
| Mergers, acquisitions and relocations | 3 | 3 | 98.0% |
| Non-climate related shareholder resolutions | 30 | 22 | 70.5% |
| Miscellaneous | 12 | 9 | 94.1% |
| All topics | 3099 | 3025 | 95.0% |

3.2 Rejected board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|-------------------|------------|------|------------------------------------------------------|--------|--------|
| Züblin Immobilien | 26.06.2025 | 4.1 | Approve dividend from capital contributions reserves | FOR | 7.5% |
| Temenos | 13.05.2025 | 1.3 | Advisory vote on the remuneration report | OPPOSE | 44.3% |
| Tecan | 10.04.2025 | 10.1 | Advisory vote on the remuneration report | OPPOSE | 48.3% |

3.3 Withdrawn board resolutions

| Company | GM date | Item | Item title | Ethos |
|------------------------|------------|-------|--------------------------------------------------------------|--------|
| Baloise Holding | 25.04.2025 | 4.1.9 | Elect Mr. Robert Schuchna | FOR |
| CI Com | 28.05.2025 | 1 | Elect Forvis Mazars as auditors | FOR |
| CI Com | 28.05.2025 | 3.2 | Elect Mr. Philippe Joerg | OPPOSE |
| CI Com | 28.05.2025 | 3.1 | Elect Mr. Alexandre Uldry | FOR |
| CI Com | 28.05.2025 | 3.3 | Elect a third board member | OPPOSE |
| CI Com | 28.05.2025 | 4 | Elect Mr. Alexandre Uldry as board chair | FOR |
| CI Com | 28.05.2025 | 5.2 | Elect Mr. Philippe Joerg to the remuneration committee | OPPOSE |
| CI Com | 28.05.2025 | 5.1 | Elect Mr. Alexandre Uldry to the remuneration committee | FOR |
| IVF Hartmann | 15.04.2025 | 3.6 | Subsidiary question related to ITEMS 3.4 and 3.5 | OPPOSE |
| IVF Hartmann | 15.04.2025 | 3.3 | Subsidiary question related to ITEMS 3.1 and 3.2 | OPPOSE |
| Newron Pharmaceuticals | 23.04.2025 | 1 | Authorised capital for general financing | FOR |
| Newron Pharmaceuticals | 23.04.2025 | 2 | Authorised capital for the employees | OPPOSE |
| Newron Pharmaceuticals | 23.04.2025 | 3 | Authorised capital for the conversion of convertible bonds | FOR |
| Newron Pharmaceuticals | 23.04.2025 | 4 | Creation of American Depository Shares and listing in the US | FOR |
| Pierer Mobility | 25.04.2025 | 2 | Approve ordinary capital increase with pre-emptive rights | FOR |
| Pierer Mobility | 25.04.2025 | 3 | Approve ordinary capital increase without pre-emptive rights | OPPOSE |
| Pierer Mobility | 23.06.2025 | 3 | Discharge executive management | OPPOSE |
| Pierer Mobility | 23.06.2025 | 4 | Discharge board members | OPPOSE |
| Zwahlen & Mayr | 13.05.2025 | 2 | Discharge board members | OPPOSE |

3.4 Most contested board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|----------------------------|------------|-------|---------------------------------------------------------------------------------|--------|--------|
| Züblin Immobilien | 26.06.2025 | 2 | Amend articles of association: dividend distribution | FOR | 53.0% |
| Calida | 08.04.2025 | 6.1 | Advisory vote on the remuneration report | OPPOSE | 53.4% |
| Swatch Group | 21.05.2025 | 2 | Discharge board members and executive management | OPPOSE | 55.7% |
| Züblin Immobilien | 26.06.2025 | 7.1 | Binding prospective vote on the total remuneration of the board of directors | OPPOSE | 56.1% |
| Züblin Immobilien | 26.06.2025 | 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | 56.3% |
| Orior | 21.05.2025 | 6.2.c | Re-elect Ms. Monika Friedli-Walser to the nomination and remuneration committee | OPPOSE | 56.8% |
| Forbo | 04.04.2025 | 4.1 | Advisory vote on the remuneration report | OPPOSE | 57.0% |
| Accelleron Industries | 06.05.2025 | 2 | Advisory vote on the remuneration report | FOR | 57.2% |
| Interroll | 06.06.2025 | 5.1 | Advisory vote on the remuneration report | OPPOSE | 58.0% |
| Banque Cantonale de Genève | 29.04.2025 | 8 | Elect Ms. Simona Terranova | FOR | 59.3% |

3.5 Shareholder resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|------------------------|------------|-------|------------------------------------------------------------------------------------------------------|--------|--------|
| HT5 | 23.04.2025 | 6.1.1 | Shareholder's proposal: elect Mr. Andreas Leutenegger as board member and chair | OPPOSE | 99.7% |
| HT5 | 23.04.2025 | 6.6 | Shareholder's proposal: amend articles of association (restriction of voting rights) | FOR | 99.1% |
| HT5 | 23.04.2025 | 6.1.4 | Shareholder's proposal: elect Mr. Gregor Greber | OPPOSE | 97.7% |
| HT5 | 23.04.2025 | 6.2.2 | Shareholder's proposal: elect Mr. Gregor Greber to the nomination and remuneration committee | OPPOSE | 97.5% |
| HT5 | 23.04.2025 | 6.8 | Shareholder's proposal: amend articles of association (company's name) | OPPOSE | 97.4% |
| HT5 | 23.04.2025 | 6.5 | Shareholder's proposal: amend articles of association (number of mandates) | OPPOSE | 96.1% |
| HT5 | 23.04.2025 | 7.3 | Shareholder's proposal: remuneration of the executive management | OPPOSE | 95.7% |
| HT5 | 23.04.2025 | 6.1.3 | Shareholder's proposal: elect Dr. Christopher Detweiler | OPPOSE | 95.6% |
| HT5 | 23.04.2025 | 6.2.1 | Shareholder's proposal: elect Dr. Christopher Detweiler to the nomination and remuneration committee | OPPOSE | 95.5% |
| HT5 | 23.04.2025 | 6.1.2 | Shareholder's proposal: re-elect Mr. Andreas R. Herzog | OPPOSE | 95.4% |
| HT5 | 23.04.2025 | 7.2 | Shareholder's proposal: remuneration of the board of directors | OPPOSE | 95.1% |
| HT5 | 23.04.2025 | 6.4 | Shareholder's proposal: capital increase | OPPOSE | 89.0% |
| HT5 | 23.04.2025 | 6.7 | Shareholder's proposal: creation of a capital band | OPPOSE | 88.3% |
| HT5 | 23.04.2025 | 6.3 | Shareholder's proposal: cancellation of the decision to approve the delisting of the shares | OPPOSE | 88.0% |
| Züblin Immobilien | 26.06.2025 | 4.2 | Shareholder resolution: dividend of CHF 1.30 from capital contributions reserves | OPPOSE | 49.3% |
| Züblin Immobilien | 26.06.2025 | 6.2.3 | Shareholder resolution: elect Dr. Jürg Wyser | FOR | 47.8% |
| Züblin Immobilien | 26.06.2025 | 6.2.2 | Shareholder resolution: elect Ms. Alexandra Karachurina | FOR | 47.6% |
| Züblin Immobilien | 26.06.2025 | 6.2.1 | Shareholder resolution: elect Mr. Marc Zollinger | FOR | 46.0% |
| Swatch Group | 21.05.2025 | 5.8 | Shareholder's proposal: Elect Mr. Steven Wood | FOR | 19.7% |
| IVF Hartmann | 15.04.2025 | 3.2 | Shareholder proposal: dividend of CHF 5.00 from retained earnings | FOR | 4.9% |
| IVF Hartmann | 15.04.2025 | 3.5 | Shareholder proposal: special dividend of CHF 10.00 | FOR | 4.4% |
| Private Equity Holding | 24.06.2025 | | Counterproposal made by a shareholder: dividend of CHF 3.00 per share | OPPOSE | 0.5% |

4 Detailed voting recommendations

Accelleron Industries

06.05.2025

AGM

| 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 | | ✓ 57.2% |
| 3 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 91.4% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.5% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Oliver Riemenschneider as board member and chair | FOR | FOR | | ✓ 98.0% |
| 6.1.2 | Re-elect Dr. Bo Cerup-Simonson | FOR | FOR | | ✓ 98.9% |
| 6.1.3 | Re-elect Dr. Monika Krüsi Schädle | FOR | FOR | | ✓ 99.0% |
| 6.1.4 | Re-elect Mr. Stefano Pampalone | FOR | FOR | | ✓ 98.6% |
| 6.1.5 | Re-elect Ms. Gabriele Sons | FOR | FOR | | ✓ 92.3% |
| 6.1.6 | Re-elect Dr. Detlef Trefzger | FOR | FOR | | ✓ 99.6% |
| 6.2 | Elections to the remuneration committee | | | | |
| 6.2.1 | Re-elect Dr. Bo Cerup-Simonson to the remuneration committee | FOR | FOR | | ✓ 94.3% |
| 6.2.2 | Re-elect Dr. Monika Krüsi Schädle to the remuneration committee | FOR | FOR | | ✓ 93.3% |
| 6.2.3 | Re-elect Ms. Gabriele Sons to the remuneration committee | FOR | FOR | | ✓ 87.6% |
| 6.3 | Re-elect Zehnder Bolliger & Partner as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6.4 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |
| 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 | FOR | | ✓ 96.0% |
| 8.1 | Creation of a capital band | FOR | FOR | | ✓ 97.0% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------|-------|-------|---------|
| 8.2 | Cancelation of the conditional capital | 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 | <p>✓ 89.7%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive options.</p> |
| 3 | Approve allocation of balance sheet result | FOR | FOR | ✓ 98.1% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 91.5% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Vincent Lawton as member and chair of the board | FOR | ● OPPOSE | <p>✓ 92.9%</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 16 years, various reasons) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p> |
| 5.2 | Re-elect Prof. Dr. Raymond Hill | FOR | ● OPPOSE | <p>✓ 93.3%</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He chairs the remuneration committee and receives a remuneration that is not in line with generally accepted best practice standards.</p> <p>He chairs the remuneration committee and the remuneration system is very unsatisfactory.</p> |
| 5.3 | Re-elect Mr. Tim Dyer | FOR | ● OPPOSE | <p>✓ 97.5%</p> <p>He is also a permanent member of the executive management (CEO).</p> |
| 5.4 | Re-elect Dr. Roger G. Mills | FOR | ● OPPOSE | <p>✓ 96.1%</p> <p>He is also a permanent member of the executive management (Chief Medical Officer).</p> |
| 5.5 | Re-elect Mr. Jake Nunn | FOR | FOR | ✓ 98.0% |
| 5.6 | Re-elect Dr. Isaac Manke | FOR | FOR | ✓ 98.0% |
| 6 | Elections to the remuneration committee | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.1 | Re-elect Dr. Vincent Lawton to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Lawton to the board of directors, Ethos cannot approve Dr. Lawton to the committee. | ✓ 91.1% |
| 6.2 | Re-elect Prof. Dr. Raymond Hill to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Dr. Hill to the board of directors, Ethos cannot approve Prof. Dr. Hill to the committee. | ✓ 91.5% |
| 7 | Re-elect BDO as auditors | FOR | FOR | | ✓ 99.6% |
| 8 | Re-elect Mr. Robert P. Briner as independent proxy | FOR | FOR | | ✓ 99.8% |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The non-executive directors receive options. | ✓ 89.6% |
| 9.2 | 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. The remuneration structure is not in line with Ethos' guidelines. | ✓ 89.7% |

| 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 pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 61.7% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | The report is not prepared in accordance with a recognised standard. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. | ✓ 88.6% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.0% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 89.5% |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. | ✓ 86.2% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Jean-Christophe Deslarzes as board member and chair | FOR | FOR | | ✓ 73.4% |
| 5.1.2 | Re-elect Ms. Rachel Duan | FOR | FOR | | ✓ 73.1% |
| 5.1.3 | Re-elect Mr. Stefano Grassi | FOR | FOR | | ✓ 73.6% |
| 5.1.4 | Re-elect Dr. Didier Lamouche | FOR | FOR | | ✓ 69.7% |
| 5.1.5 | Re-elect Ms. Kathleen P. Taylor | FOR | FOR | | ✓ 72.0% |
| 5.1.6 | Re-elect Ms. Sandhya Venugopal | FOR | FOR | | ✓ 73.5% |
| 5.1.7 | Re-elect Ms. Regula Wallimann | FOR | FOR | | ✓ 73.5% |
| 5.1.8 | Elect Ms. Martine Ferland | FOR | FOR | | ✓ 99.4% |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Ms. Rachel Duan to the remuneration committee | FOR | FOR | | ✓ 72.7% |
| 5.2.2 | Re-elect Dr. Didier Lamouche to the remuneration committee | FOR | FOR | | ✓ 63.6% |

| Item | Agenda | Board | Ethos | Result |
|-------|---------------------------------------------------------------|-------|-------|---------|
| 5.2.3 | Re-elect Ms. Kathleen P. Taylor to the remuneration committee | FOR | FOR | ✓ 71.5% |
| 5.2.4 | Elect Ms. Martine Ferland to the remuneration committee | FOR | FOR | ✓ 99.1% |
| 5.3 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | ✓ 99.9% |
| 5.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 99.7% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 4 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 98.3% |
| 5 | Amend articles of association: share capital | FOR | FOR | | ✓ 99.8% |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 98.5% |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.5% |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.6% |
| 6.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.6% |
| 7 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Mr. Christoph Hammer | FOR | FOR | | ✓ 98.8% |
| 7.1.2 | Re-elect Mr. Beat Ritler | FOR | ● OPPOSE | <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and female representation is insufficient.</p> | ✓ 97.1% |
| 7.1.3 | Elect Mr. Jörg Buchheim | FOR | FOR | | ✓ 99.7% |
| 7.1.4 | Elect Mr. Dirk Lambrecht | FOR | FOR | | ✓ 99.8% |
| 7.2 | Elect Mr. Dirk Lambrecht as board chair | FOR | FOR | | ✓ 99.8% |
| 7.3 | Elections to the nomination and remuneration committee | | | | |
| 7.3.1 | Re-elect Mr. Christoph Hammer to the nomination and remuneration committee | FOR | FOR | | ✓ 98.6% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-----------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------|----------|
| 7.3.2 | Re-elect Mr. Beat Ritler to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Ritler to the board of directors, Ethos cannot approve Mr. Ritler to the committee. | ✓ 97.6% |
| 7.4 | Re-elect Muntwyler von May Notare as independent proxy | FOR | FOR | | ✓ 100.0% |
| 7.5 | Re-elect Deloitte as auditors | 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 | ● OPPOSE | <p>✓ 98.4%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> |
| 3 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 99.5%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> |
| 4 | Approve allocation of balance sheet result | FOR | FOR | ✓ 100.0% |
| 5 | Discharge board members and executive management | FOR | ● OPPOSE | <p>✓ 97.4%</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Antoine Hubert | FOR | FOR | ✓ 99.7% |
| 6.2 | Re-elect Mr. Raymond Loretan | FOR | ● OPPOSE | <p>✓ 99.3%</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> |
| 6.3 | Re-elect Mr. Michel Reybier | FOR | ● OPPOSE | <p>✓ 98.7%</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (0.0%).</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 6.4 | Re-elect Mr. Antoine Kohler | FOR | ● OPPOSE | <p>He has been a member of the board for 17 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 99.6% |
| 6.5 | Re-elect Dr. Cédric A. George | FOR | ● OPPOSE | <p>He is not independent (board tenure of 15 years, business connections) and the board independence is insufficient (0.0%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 98.5% |
| 6.6 | Elect Mr. Antoine Hubert as board chair | FOR | FOR | | ✓ 99.0% |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Dr. Cédric A. George to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. George to the board of directors, Ethos cannot approve Dr. George to the committee. | ✓ 98.4% |
| 7.2 | Re-elect Mr. Antoine Kohler to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Kohler to the board of directors, Ethos cannot approve Mr. Kohler to the committee. | ✓ 99.2% |
| 8 | Re-elect Berney et Associés SA as auditors | FOR | FOR | | ✓ 99.7% |
| 9 | Re-elect Mr. Jacques-Daniel Noverraz as independent proxy | FOR | FOR | | ✓ 100.0% |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.3% |
| 11 | Binding retrospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.3% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.0% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 4 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 90.7% |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 86.9% |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 95.8% |
| 5.3 | 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> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 91.1% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Michael Ball as board member and chair | FOR | FOR | | ✓ 95.3% |
| 6.2 | Re-elect Ms. Lynn Bleil | FOR | FOR | | ✓ 99.8% |
| 6.3 | Re-elect Dr. Arthur Cummings | FOR | FOR | | ✓ 99.1% |
| 6.4 | Re-elect Mr. David J. Endicott | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 93.3% |
| 6.5 | Re-elect Mr. Thomas H. Glanzmann | FOR | FOR | | ✓ 98.4% |
| 6.6 | Re-elect Dr. Keith Grossman | FOR | FOR | | ✓ 94.2% |
| 6.7 | Re-elect Mr. Scott Maw | FOR | FOR | | ✓ 99.5% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.8 | Re-elect Ms. Karen May | FOR | FOR | | ✓ 99.5% |
| 6.9 | Re-elect Ms. Ines Pöschel | FOR | FOR | | ✓ 98.3% |
| 6.10 | Re-elect Dr. Dieter Spälti | FOR | FOR | | ✓ 99.6% |
| 6.11 | Elect Ms. Deborah DiSanzo | FOR | FOR | | ✓ 99.8% |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Thomas H. Glanzmann to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 92.7% |
| 7.2 | Re-elect Mr. Scott Maw to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 93.6% |
| 7.3 | Re-elect Ms. Karen May to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 91.2% |
| 7.4 | Re-elect Ms. Ines Pöschel to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 92.7% |
| 8 | Re-elect Hartmann Dreyer as independent proxy | FOR | FOR | | ✓ 99.9% |
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 98.6% |

| Item | Agenda | Board | Ethos | Result |
|-------|-----------------------------------------------------------------------------------|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 2 | Approve allocation of income and dividend | | | |
| 2.1 | Approve dividend from retained earnings | 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 | ✓ 99.9% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Dr. Ralph-Thomas Honegger as board member and chair | FOR | FOR | ✓ 92.5% |
| 4.1.b | Re-elect Dr. Philipp Gmür | FOR | FOR | ✓ 98.2% |
| 4.1.c | Re-elect Ms. Andrea Sieber | FOR | FOR | ✓ 85.1% |
| 4.1.d | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 86.1% |
| 4.1.e | Re-elect Mr. Thomas Stenz | FOR | FOR | ✓ 99.7% |
| 4.1.f | Re-elect Mr. Jürg Stöckli | FOR | FOR | ✓ 99.2% |
| 4.1.g | Re-elect Ms. Anja Wyden Guelpa | FOR | FOR | ✓ 99.7% |
| 4.2 | Elect Ms. Sandra Berberat Kecerski | FOR | FOR | ✓ 99.7% |
| 4.3 | Elections to the nomination and remuneration committee | | | |
| 4.3.a | Re-elect Dr. Philipp Gmür to the nomination and remuneration committee | FOR | FOR | ✓ 98.0% |
| 4.3.b | Re-elect Ms. Andrea Sieber to the nomination and remuneration committee | FOR | FOR | ✓ 73.1% |
| 4.3.c | Re-elect Mr. Peter Spuhler to the nomination and remuneration committee | FOR | FOR | ✓ 70.9% |
| 4.4 | Re-elect Anwaltskanzlei André Weber as independent proxy | FOR | FOR | ✓ 99.9% |
| 4.5 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 89.4% |
| 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 fixed remuneration of the executive management | FOR | FOR | ✓ 99.2% |
| 5.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 99.1% |
| 5.4 | Advisory vote on the remuneration report | FOR | FOR | ✓ 78.8% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------------|------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Present annual report, financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Discharge executive management | FOR | FOR | ✓ 99.9% |
| 3 | Discharge board members | FOR | FOR | ✓ 99.9% |
| 4 | Elect Ernst & Young as auditors | FOR | FOR | ✓ 100.0% |
| 5 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 79.4%</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 6 | Advisory vote on the remuneration policy of the supervisory board | FOR | FOR | ✓ 99.6% |
| 7 | Approve remuneration of the members of the supervisory board | FOR | FOR | ✓ 100.0% |
| 8 | Elections to the board of directors | | | |
| 8.1 | Re-elect Mr. Loh Kin Wah | FOR | FOR | ✓ 96.6% |
| 8.2 | Re-elect Prof. Dr. Monika Henzinger | FOR | FOR | ✓ 94.3% |
| 9 | Creation of authorised capital | FOR | FOR | ✓ 99.2% |
| 10 | Approve share buyback programme | FOR | ● OPPOSE | <p>✓ 93.9%</p> <p>The amount of the repurchase is inappropriate given the financial situation and perspectives of the company.</p> <p>The repurchase price is too high.</p> <p>The company can proceed to selective share repurchases.</p> |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------------------------------------------------------------------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Auditors report | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | | | |
| 2.1 | Approve annual report | FOR | FOR | ✓ 99.9% |
| 2.2 | Approve financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 3 | Approve allocation of income and dividend | FOR | ● OPPOSE | The proposed allocation of income seems inappropriate, given the long-term interests of the company and its stakeholders. ✓ 96.7% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 98.3% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Daniel Hofer | FOR | FOR | ✓ 93.1% |
| 5.2 | Re-elect Mr. Xavier Le Clef | FOR | FOR | ✓ 94.9% |
| 5.3 | Re-elect Mr. David Bourg | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, various reasons) and the board independence is insufficient (28.6%). He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 89.0% |
| 5.4 | Re-elect Dr. Maya Bundt | FOR | FOR | ✓ 97.0% |
| 5.5 | Elect Dr. Felix Graf | FOR | FOR | ✓ 94.8% |
| 5.6 | Re-elect Ms. Jolanda Grob | FOR | FOR | ✓ 97.0% |
| 5.7 | Re-elect Mr. Markus Scheidegger | FOR | ● OPPOSE | He has been a member of the board for 25 years, which exceeds Ethos' guidelines. ✓ 91.0% |
| 6 | Re-elect Dr. Daniel Hofer as board chair | FOR | FOR | ✓ 93.0% |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Ms. Jolanda Grob to the nomination and remuneration committee | FOR | FOR | ✓ 95.6% |
| 7.2 | Re-elect Mr. Markus Scheidegger to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Scheidegger to the board of directors, Ethos cannot approve Mr. Scheidegger to the committee. ✓ 91.2% |
| | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chair is significantly higher than that of a peer group. ✓ 94.4% |
| 9 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 10 | Binding retrospective 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> | ✓ 90.0% |
| 11 | Re-elect PricewaterhouseCoopers as 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> | ✓ 91.5% |
| 12 | Re-elect Mr. Costin van Berchem as independent proxy | FOR | FOR | | ✓ 99.9% |

| 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 | | ✓ 100.0% |
| 1.3 | Approve consolidated financial statements | FOR | FOR | | ✓ 100.0% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> | ✓ 93.3% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 93.5% |
| 4 | Approve allocation of income and dividend | | | | |
| 4.1 | Approve dividend from retained earnings | FOR | FOR | | ✓ 99.9% |
| 4.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 97.5% |
| 5.1 | Elections to the board of directors and to the remuneration committee | | | | |
| 5.1.1 | Re-elect Mr. Alexander von Witzleben as board member and chair as well as member of the remuneration committee | FOR | ● OPPOSE | He is not independent (former executive) and the board independence is insufficient (40.0%). | ✓ 76.0% |
| 5.1.2 | Re-elect Mr. Peter Barandun as board member and member of the remuneration committee | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 78.3% |
| 5.1.3 | Re-elect Mr. Markus Oppliger as board member and elect him as member of the remuneration committee | FOR | FOR | | ✓ 83.3% |
| 5.1.4 | Re-elect Mr. Michael Pieper | FOR | FOR | | ✓ 89.2% |
| 5.1.5 | Re-elect Mr. Thomas Lozser | FOR | FOR | | ✓ 89.9% |
| 5.2 | Re-elect Dr. Roland Keller as independent proxy | FOR | FOR | | ✓ 99.9% |
| 5.3 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |
| 6 | Reduce share capital via repayment of nominal value | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7 | Adjustement of the capital band | FOR | ● OPPOSE | The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification. | ✓ 91.4% |
| 8.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 72.0% |
| 8.2 | Binding retrospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the executive chair (who is not a member of the executive management) is excessive. | ✓ 87.8% |
| 8.3 | Binding retrospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 73.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> | ✓ 89.3% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 82.8% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.5% |
| 3 | Discharge board members | FOR | FOR | | ✓ 98.7% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Urs Jordi as board member and chair | FOR | FOR | | ✓ 96.8% |
| 4.1.2 | Re-elect Ms. Cornelia Gehrig | FOR | FOR | | ✓ 99.7% |
| 4.1.3 | Re-elect Mr. Heiner Kamps | FOR | FOR | | ✓ 99.6% |
| 4.1.4 | Re-elect Dr. Alejandro Legarda Zaragüeta | FOR | FOR | | ✓ 97.1% |
| 4.1.5 | Re-elect Ms. Hélène Weber-Dubi | FOR | FOR | | ✓ 99.0% |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Re-elect Ms. Cornelia Gehrig to the remuneration committee | FOR | FOR | | ✓ 98.4% |
| 4.2.2 | Re-elect Mr. Heiner Kamps to the remuneration committee | FOR | FOR | | ✓ 98.3% |
| 4.2.3 | Re-elect Ms. Hélène Weber-Dubi to the remuneration committee | FOR | FOR | | ✓ 97.7% |
| 4.3 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 99.5% |
| 4.4 | Re-elect Mr. Patrick O'Neill as independent proxy | FOR | FOR | | ✓ 99.8% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.2% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 92.7% |
| 6.1 | Ordinary capital increase | FOR | FOR | | ✓ 98.8% |
| 6.2 | Approve reverse share split | FOR | FOR | | ✓ 98.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------|---------|
| 6.3 | Adjustement of the capital band | FOR | ● OPPOSE | The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification. | ✓ 87.3% |

| Item | Agenda | Board | Ethos | Result |
|-------|-------------------------------------------------------------------------------------------------|-------|-------|---------|
| 1 | Approve annual report, financial statements of the holding and report of the statutory auditors | FOR | FOR | ✓ 98.2% |
| 2 | Approve consolidated accounts and report of the statutory auditors | FOR | FOR | ✓ 98.2% |
| 3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 92.9% |
| 4 | Approve sustainability report | FOR | FOR | ✓ 91.3% |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.2% |
| 6 | Discharge board members | FOR | FOR | ✓ 97.4% |
| 7.1 | Amend articles of association: company purpose | FOR | FOR | ✓ 97.9% |
| 7.2 | Amend articles of association: restriction of board's tenure | FOR | FOR | ✓ 97.8% |
| 8.1 | Elections to the board of directors | | | |
| 8.1.a | Re-elect Dr. Valentin Chapero Rueda | FOR | FOR | ✓ 95.5% |
| 8.1.b | Re-elect Ms. Nicole Burth Tschudi | FOR | FOR | ✓ 83.2% |
| 8.1.c | Re-elect Mr. Laurent Dubois | FOR | FOR | ✓ 97.5% |
| 8.1.d | Re-elect Mr. Jürg Fedier | FOR | FOR | ✓ 97.9% |
| 8.1.e | Re-elect Dr. Monika Krüsi Schädle | FOR | FOR | ✓ 97.7% |
| 8.1.f | Re-elect Mr. Michael Reitermann | FOR | FOR | ✓ 97.9% |
| 8.2 | Re-elect Dr. Valentin Chapero Rueda as board chair | FOR | FOR | ✓ 95.5% |
| 8.3 | Elections to the nomination and remuneration committee | | | |
| 8.3.a | Re-elect Ms. Nicole Burth Tschudi to the nomination and remuneration committee | FOR | FOR | ✓ 81.3% |
| 8.3.b | Re-elect Mr. Laurent Dubois to the nomination and remuneration committee | FOR | FOR | ✓ 96.5% |
| 8.3.c | Re-elect Dr. Monika Krüsi Schädle to the nomination and remuneration committee | FOR | FOR | ✓ 96.0% |
| 8.4 | Re-elect KPMG as auditors | FOR | FOR | ✓ 99.7% |
| 8.5 | Re-elect Mr. Franz Müller as independent proxy | FOR | FOR | ✓ 99.9% |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 94.0% |
| 9.2.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 93.6% |
| 9.2.b | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 93.4% |

| Item | Agenda | Board | Ethos | Result |
|-------|---------------------------------------------------------------------------------------------|-------|-------|---------|
| 9.2.c | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 92.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7% |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 99.7% |
| 3 | Approve allocation of income | FOR | FOR | | ✓ 99.7% |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Michael Manz as board member and chair | FOR | ● OPPOSE | The board has not established a nomination committee and the composition of the board is unsatisfactory. | ✓ 99.1% |
| 4.2.1 | Re-elect Dr. Alexander Koenig (Dr. Fabian Höffer von Loewenfeld) | FOR | ● OPPOSE | He is also a permanent member of the executive management (Head of First Class & More International). | ✓ 99.1% |
| 4.2.2 | Re-elect Mr. Christopher Hartley | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (25.0%). | ✓ 99.7% |
| 4.3 | Elect Mr. Philipp Büchs | FOR | ● OPPOSE | Insufficient information is provided concerning the nominee. | ✓ 99.7% |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Mr. Michael Manz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Manz to the board of directors, Ethos cannot approve Mr. Manz to the committee. | ✓ 98.4% |
| 5.2 | Re-elect Dr. Alexander Koenig (Dr. Fabian Höffer von Loewenfeld) to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Koenig to the board of directors, Ethos cannot approve Dr. Koenig to the committee. | ✓ 98.4% |
| 6 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 99.1% |
| 7 | Re-elect Bellpark Legal AG as independent proxy | FOR | FOR | | ✓ 99.7% |
| 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 | ● OPPOSE | The information provided is insufficient. The non-executive directors receive options. | ✓ 98.4% |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.5% |
| 8.3 | Binding prospective 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. | ✓ 98.2% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------|---------|
| 8.4 | Binding retrospective vote on the 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. | ✓ 98.3% |
| 9 | Increase 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. | ✓ 98.4% |

| 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 | ✓ 100.0% | |
| 3 | Approve sustainability report | FOR | FOR | ✓ 98.1% | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.9% | |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Hans-Peter Schwald | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, board tenure of 14 years, business connections) and the board independence is insufficient (42.9%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 91.3% |
| 5.2 | Re-elect Mr. Norbert Indlekofer | FOR | FOR | ✓ 92.2% | |
| 5.3 | Re-elect Ms. Liane Hirner | FOR | FOR | ✓ 99.6% | |
| 5.4 | Re-elect Mr. Martin Klöti | FOR | FOR | ✓ 88.4% | |
| 5.5 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ 95.5% | |
| 5.6 | Re-elect Mr. Oliver Streuli | FOR | FOR | ✓ 96.5% | |
| 5.7 | Elect Ms. Yanni von Roy-Jiang | FOR | FOR | ✓ 95.6% | |
| 6 | Re-elect Mr. Hans-Peter Schwald as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald as chair. | ✓ 91.4% |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Norbert Indlekofer to the nomination and remuneration committee | FOR | FOR | ✓ 90.3% | |
| 7.2 | Re-elect Mr. Hans-Peter Schwald to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald to the committee. | ✓ 91.0% |
| 7.3 | Re-elect Mr. Oliver Streuli to the nomination and remuneration committee | FOR | FOR | ✓ 94.5% | |
| 8 | Re-elect KPMG as auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 96.5% |
| 9 | Re-elect Mr. Ulrich B. Mayer as independent proxy | FOR | FOR | ✓ 100.0% | |
| 10 | Advisory vote on the remuneration report | FOR | FOR | ✓ 86.9% | |
| 11 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.8% | |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 12 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.6% |
| 13.1 | Creation of a capital band | FOR | ● OPPOSE | <p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> | ✓ 82.8% |
| 13.2 | Amend articles of association: remuneration of the board of directors and the group executive board | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 97.4% |

| Item | Agenda | Board | Ethos | | Result |
|-------|---------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company is subject to serious controversies which are not addressed in the sustainability report.</p> | ✓ 96.0% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 89.4% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6% |
| 4 | Amend the capital band | FOR | ● OPPOSE | <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p> | ✓ 97.5% |
| 5 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Juan Carlos Torres Carretero as board member and chair | FOR | ● OPPOSE | <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p> | ✓ 94.4% |
| 5.2.1 | Re-elect Mr. Alessandro Benetton | FOR | FOR | | ✓ 93.1% |
| 5.2.2 | Re-elect Ms. Heekyung Jo Min | FOR | FOR | | ✓ 99.4% |
| 5.2.3 | Re-elect Mr. Sami Kahale | FOR | FOR | | ✓ 96.4% |
| 5.2.4 | Re-elect Mr. Enrico Laghi | FOR | ● OPPOSE | He does not offer guarantees of irreproachable activities and attitude. | ✓ 96.3% |
| 5.2.5 | Re-elect Mr. Luis Maroto Camino | FOR | FOR | | ✓ 94.9% |
| 5.2.6 | Re-elect Mr. Joaquín Moya-Angeler Cabrera | FOR | ● OPPOSE | He is 76 years old, which exceeds Ethos' guidelines. | ✓ 95.1% |
| 5.2.7 | Re-elect Mr. Ranjan Sen | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 98.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 5.2.8 | Re-elect Ms. Mary J. Steele Guilfoile | FOR | FOR | | ✓ 99.5% |
| 5.2.9 | Re-elect Ms. Eugenia M. Ulasewicz | FOR | FOR | | ✓ 98.9% |
| 5.3.1 | Elect Mr. Bruno Chiomento | FOR | FOR | | ✓ 99.9% |
| 5.3.2 | Elect Ms. Jeanne P. Jackson | FOR | ● OPPOSE | First appointment to the board. Ms. Jackson is 74 years old, which exceeds Ethos' guidelines. | ✓ 97.9% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Enrico Laghi to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Laghi to the board of directors, Ethos cannot approve Mr. Laghi to the committee. He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 96.9% |
| 6.2 | Re-elect Mr. Luis Maroto Camino to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 92.9% |
| 6.3 | Re-elect Mr. Joaquín Moya-Angeler Cabrera to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 95.6% |
| 6.4 | Re-elect Ms. Eugenia M. Ulasewicz to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 97.4% |
| 7 | Re-elect Deloitte as 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. | ✓ 97.3% |
| 8 | Re-elect Altenburger Ltd. legal + tax as independent proxy | FOR | FOR | | ✓ 100.0% |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 95.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 9.2 | 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> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 96.1%</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 | FOR | ✓ 91.6% |
| 1.3 | Approve sustainability report | FOR | FOR | ✓ 99.8% |
| 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 | FOR | ✓ 99.3% |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.3% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Kuno Sommer as board member and chair | FOR | FOR | ✓ 93.4% |
| 5.2 | Re-elect Ms. Nicole Grogg Hötzer | FOR | FOR | ✓ 98.7% |
| 5.3 | Re-elect Prof. Dr. Helma Wennemers | FOR | FOR | ✓ 98.6% |
| 5.4 | Re-elect Dr. Steffen Lang | FOR | FOR | ✓ 98.7% |
| 5.5 | Re-elect Dr. Alex Fässler | FOR | FOR | ✓ 98.5% |
| 5.6 | Elect Dr. Simone Wyss Fedele | FOR | FOR | ✓ 96.9% |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Dr. Kuno Sommer to the remuneration committee | FOR | ● OPPOSE | He is not independent (board tenure of 13 years) and the committee does not include at least 50% independent members. ✓ 89.3% |
| 6.2 | Re-elect Ms. Nicole Grogg Hötzer to the remuneration committee | FOR | FOR | ✓ 92.7% |
| 6.3 | Re-elect Dr. Alex Fässler to the remuneration committee | FOR | ● OPPOSE | He is not independent (various reasons) and the committee does not include at least 50% independent members. ✓ 90.3% |
| 7 | Re-elect Forvis Mazars as auditors | FOR | FOR | ✓ 99.9% |
| 8 | Re-elect Mr. Paul Wiesli as independent proxy | FOR | FOR | ✓ 100.0% |

| 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 | ✓ 93.5% |
| 1.3 | Approve sustainability report | FOR | FOR | ✓ 99.3% |
| 2 | Discharge board members | FOR | FOR | ✓ 99.2% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7% |
| 4 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Thomas von Planta as board member and chair | FOR | FOR | ✓ 85.0% |
| 4.1.2 | Re-elect Mr. Christoph Mäder | FOR | FOR | ✓ 95.0% |
| 4.1.3 | Re-elect Dr. Maya Bundt | FOR | FOR | ✓ 99.1% |
| 4.1.4 | Re-elect Dr. Guido Furer | FOR | FOR | ✓ 99.4% |
| 4.1.5 | Re-elect Dr. Karin Lenzlinger Diedenhofen | FOR | FOR | ✓ 99.0% |
| 4.1.6 | Re-elect Dr. Markus R. Neuhaus | FOR | FOR | ✓ 96.3% |
| 4.1.7 | Re-elect Prof. Dr. Marie-Noëlle Zen-Ruffinen | FOR | FOR | ✓ 96.9% |
| 4.1.8 | Elect Mr. André Helfenstein | FOR | FOR | ✓ 95.4% |
| 4.1.9 | Elect Mr. Robert Schuchna | WITH-DRAWN | ● FOR | ITEM 4.1.9 was not submitted to shareholder vote, since the company announced on the day of the AGM that Mr. Schuchna would not stand for election. |
| 4.1.10 | Elect Mr. Vincent Vandendael | FOR | FOR | ✓ 98.8% |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Elect Dr. Maya Bundt to the remuneration committee | FOR | FOR | ✓ 98.6% |
| 4.2.2 | Re-elect Dr. Karin Lenzlinger Diedenhofen to the remuneration committee | FOR | FOR | ✓ 98.4% |
| 4.2.3 | Re-elect Mr. Christoph Mäder to the remuneration committee | FOR | FOR | ✓ 94.4% |
| 4.2.4 | Elect Mr. Vincent Vandendael to the remuneration committee | FOR | FOR | ✓ 98.2% |
| 4.3 | Re-elect Dr. Christophe Sarasin as independent proxy | FOR | FOR | ✓ 99.8% |
| 4.4 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 98.2% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.5% |
| 5.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 95.3% |

| Item | Agenda | Board | Ethos | Result |
|-------|-----------------------------------------------------------------------------------|-------|-------|---------|
| 5.2.2 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 94.2% |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------|-------|-------|---------|
| 1 | Approval of the merger | FOR | FOR | ✓ 95.7% |

| Item | Agenda | Board | Ethos | | Result |
|-------------------------------------|----------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.9% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.9% |
| 4 | Approve sustainability report | FOR | ● OPPOSE | <p>Relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> <p>There is a deterioration in key indicators on material issues over a 3-year period.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 91.1% |
| 5 | Discharge board members | FOR | FOR | | ✓ 97.9% |
| 6 | Approve share split | FOR | FOR | | ✓ 81.8% |
| 7 | Amend articles of association | FOR | ● OPPOSE | The amendment has a negative impact on the rights of some of the shareholders. | ✓ 76.2% |
| Elections to the board of directors | | | | | |
| 8 | Elect Ms. Simona Terranova | FOR | FOR | | ✓ 59.3% |
| 9 | Elect Mr. Etienne Jeandin as independent proxy | FOR | FOR | | ✓ 98.9% |
| 10 | Re-elect Deloitte as auditors | FOR | ● OPPOSE | <p>The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> | ✓ 91.0% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------------------|------------|------------|----------|
| 1 | Opening of the meeting | NON-VOTING | NON-VOTING | |
| 2 | Appointment of scrutineers | NON-VOTING | NON-VOTING | |
| 3 | Chair's speech | NON-VOTING | NON-VOTING | |
| 4 | Present annual report | NON-VOTING | NON-VOTING | |
| 5 | Present auditors' report | NON-VOTING | NON-VOTING | |
| 6 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0% |
| 7 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0% |
| 8 | Discharge board members | FOR | FOR | ✓ 100.0% |
| 9 | Amend articles of association: annual general meeting | FOR | FOR | ✓ 100.0% |
| 10 | Re-elect FIDAG Jura SA as independent proxy | FOR | FOR | ✓ 100.0% |
| 11 | Re-elect KPMG as auditors | FOR | FOR | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result |
|--------|----------------------------------------------------------|------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Welcome | NON-VOTING | NON-VOTING | |
| 2 | Chair's speech | NON-VOTING | NON-VOTING | |
| 3 | Appointment of scrutineers | NON-VOTING | NON-VOTING | |
| 4 | Management report | NON-VOTING | NON-VOTING | |
| 5 | Audit report | NON-VOTING | NON-VOTING | |
| 6 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.9% |
| 7 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.0% |
| 8 | Approve sustainability report | FOR | ● OPPOSE | ✓ 96.4% The report is not prepared in accordance with a recognised standard. Relevant indicators are not verified by an independent third party. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. |
| 9 | Discharge board members | FOR | FOR | ✓ 98.8% |
| 10 | Elections to the board of directors | | | |
| 10.A.1 | Re-elect Dr. Jean-Albert Ferrez | FOR | FOR | ✓ 97.1% |
| 10.A.2 | Re-elect Ms. Géraldine Granges Guenot | FOR | FOR | ✓ 96.8% |
| 10.A.3 | Re-elect Mr. Pierre-Alain Grichting | FOR | FOR | ✓ 97.1% |
| 10.A.4 | Re-elect Mr. Patrick Héritier | FOR | FOR | ✓ 97.1% |
| 10.A.5 | Re-elect Mr. Edgar Jeitziner | FOR | FOR | ✓ 97.1% |
| 10.A.6 | Re-elect Ms. Anja Wyden Guelpa | FOR | FOR | ✓ 97.2% |
| 10.B.7 | Elect Ms. Laure Deppierraz | FOR | ● OPPOSE | ✓ 95.1% She is a representative of a significant shareholder who is sufficiently represented on the board. |
| 10.C.8 | Elect Dr. Hervé Udriot | FOR | FOR | ✓ 94.0% |
| 11.1 | Re-elect Mr. Pierre-Alain Grichting as board chair | FOR | FOR | ✓ 97.0% |
| 11.2 | Elect Ms. Laure Deppierraz as board vice-chair | FOR | ● OPPOSE | ✓ 95.0% She is a representative of a significant shareholder who is sufficiently represented on the board. |
| 12 | Re-elect Deloitte as auditors | FOR | FOR | ✓ 97.7% |
| 13 | Re-elect ECSA Fiduciaire SA as independent proxy | FOR | FOR | ✓ 99.2% |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------------------------------------------------------------------------|------------|------------|---------|
| 1 | Chair's speech | NON-VOTING | NON-VOTING | |
| 2 | Management report | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8% |
| 3.2 | Approve sustainability report | FOR | FOR | ✓ 99.7% |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8% |
| 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 | ✓ 98.5% |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.1% |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.2% |
| 5.4 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 94.9% |
| 6 | Discharge board members and executive management | FOR | FOR | ✓ 99.7% |
| 7 | Elections to the board of directors | | | |
| 7.1 | Re-elect Mr. Pierre-Alain Urech | FOR | FOR | ✓ 71.6% |
| 7.2 | Elect Ms. Sandra Hauser | FOR | FOR | ✓ 76.8% |
| 8 | Re-elect Dr. Christophe Wilhelm as independent proxy | FOR | FOR | ✓ 99.8% |
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 99.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.0% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.1% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.3% |
| 4 | Elections to the board of directors | | | | |
| 4a | Elect Mr. Stephan Schindler as board member and chair | FOR | FOR | | ✓ 96.6% |
| 4b | Re-elect Mr. Leonard Kruimer | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 86.9% |
| 4c | Re-elect Dr. Martin Nicklasson | FOR | FOR | | ✓ 90.7% |
| 4d | Re-elect Dr. Nicole Onetto | FOR | FOR | | ✓ 98.5% |
| 4e | Re-elect Dr. Carole Sable | FOR | FOR | | ✓ 98.8% |
| 4f | Re-elect Dr. Thomas Werner | FOR | FOR | | ✓ 80.4% |
| 5 | Elections to the remuneration committee | | | | |
| 5a | Elect Mr. Leonard Kruimer to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Kruimer to the board of directors, Ethos cannot approve Mr. Kruimer to the committee. | ✓ 86.3% |
| 5b | Re-elect Dr. Martin Nicklasson to the remuneration committee | FOR | FOR | | ✓ 89.8% |
| 5c | Re-elect Dr. Nicole Onetto to the remuneration committee | FOR | FOR | | ✓ 97.3% |
| 6a | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 90.1% |
| 6b | 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 maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. | ✓ 89.4% |
| 6c | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 89.4% |
| 7 | Re-elect Dr. Caroline Cron as independent proxy | FOR | FOR | | ✓ 99.5% |
| 8 | Elect Ernst & Young as 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 | ✓ 98.7% | |
| 2 | Approve allocation of income and dividend | | | | |
| 2.1 | Approve allocation of income and ordinary dividend | FOR | FOR | ✓ 100.0% | |
| 2.2 | Distribution of dividend from capital contributions reserves | FOR | FOR | ✓ 100.0% | |
| 3 | Discharge board members | FOR | FOR | ✓ 100.0% | |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.4% | |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.3% | |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Dr. Philipp Dautzenberg | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 98.7% |
| 5.2 | Re-elect Mr. Thomas Hinderer | FOR | FOR | ✓ 99.7% | |
| 5.3 | Re-elect Ms. Doris Leuthard | FOR | FOR | ✓ 99.3% | |
| 5.4 | Re-elect Mr. Werner Marti | FOR | ● OPPOSE | <p>He is not independent (board tenure of 16 years) and the board independence is insufficient (16.7%).</p> | ✓ 97.9% |
| 5.5 | Re-elect Mr. Philipp Wyss | FOR | FOR | ✓ 99.5% | |
| 5.6 | Re-elect Mr. Joos Sutter | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> <p>The board has not established a nomination committee and the composition of the board is unsatisfactory.</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p> | ✓ 98.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------|----------|
| 5.7 | Re-elect Mr. Joos Sutter as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Sutter to the board of directors, Ethos cannot approve Mr. Sutter as chair. | ✓ 98.7% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Thomas Hinderer to the remuneration committee | FOR | FOR | | ✓ 98.9% |
| 6.2 | Re-elect Mr. Philipp Wyss to the remuneration committee | FOR | FOR | | ✓ 98.7% |
| 7 | Elect Dr. Christian Hochstrasser as independent proxy | FOR | FOR | | ✓ 100.0% |
| 8 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report and financial statements | FOR | FOR | ✓ 99.7% |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 90.3% The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. |
| 2 | Approve sustainability report | FOR | FOR | ✓ 99.3% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7% |
| 4 | Discharge board members | FOR | FOR | ✓ 99.4% |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Gilles Frôté | FOR | FOR | ✓ 99.2% |
| 5.1.2 | Re-elect Mr. Reto Heiz | FOR | FOR | ✓ 99.2% |
| 5.1.3 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter | FOR | FOR | ✓ 97.1% |
| 5.1.4 | Re-elect Prof. Dr. Christoph Lengwiler | FOR | FOR | ✓ 99.4% |
| 5.1.5 | Re-elect Dr. Annelis Lüscher Hämmerli | FOR | FOR | ✓ 99.4% |
| 5.1.6 | Re-elect Mr. Hugo Schürmann | FOR | FOR | ✓ 99.4% |
| 5.1.7 | Re-elect Dr. Pascal Sieber | FOR | FOR | ✓ 99.4% |
| 5.1.8 | Re-elect Dr. Danielle Villiger | FOR | FOR | ✓ 99.3% |
| 5.1.9 | Elect Ms. Petra Kalt | FOR | FOR | ✓ 99.0% |
| 5.2 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter as board chair | FOR | FOR | ✓ 97.2% |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Gilles Frôté to the remuneration committee | FOR | FOR | ✓ 97.6% |
| 5.3.2 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee | FOR | FOR | ✓ 95.4% |
| 5.3.3 | Re-elect Dr. Danielle Villiger to the remuneration committee | FOR | FOR | ✓ 97.7% |
| 5.4 | Re-elect Ms. Selina Müller as independent proxy | FOR | FOR | ✓ 99.6% |
| 5.5 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 96.9% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.4% |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 96.1% |

| 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 | | ✓ 96.3% |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Seng Chin Mah as board member and chair | FOR | ● OPPOSE | <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 91.1% |
| 4.1.2 | Re-elect Prof. Dr. David Hunstad | FOR | FOR | | ✓ 99.9% |
| 4.1.3 | Re-elect Dr. Marc Gitzinger | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 94.6% |
| 4.1.4 | Re-elect Ms. Marina von Schönau | FOR | FOR | | ✓ 99.9% |
| 4.1.5 | Re-elect Dr. William J. Jenkins | FOR | ● OPPOSE | He is 78 years old, which exceeds Ethos' guidelines. | ✓ 91.2% |
| 4.1.6 | Elect Dr. Ulrik Schulze | FOR | FOR | | ✓ 100.0% |
| 4.2 | Elections to the nomination and remuneration committee | | | | |
| 4.2.1 | Re-elect Dr. Seng Chin Mah to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Chin Mah to the board of directors, Ethos cannot approve Dr. Chin Mah to the committee. | ✓ 91.1% |
| 4.2.2 | Re-elect Prof. Dr. David Hunstad to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9% |
| 4.2.3 | Re-elect Ms. Marina von Schönau to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9% |
| 4.3 | Elect Lenz Caemmerer as independent proxy | FOR | FOR | | ✓ 100.0% |
| 4.4 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 96.4% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 94.5% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> | ✓ 94.5% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 6 | Amend capital band | FOR | ● OPPOSE | <p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p> | <p>✓ 82.8%</p> |
| 7 | Increase conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | <p>In case of approval of the request, the aggregate of all authorities to issue shares with tradable pre-emptive rights for general financing purposes would exceed 40% of the issued share capital.</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.</p> | <p>✓ 82.8%</p> |

| Item | Agenda | Board | Ethos | | Result |
|-------|-------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.a | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.b | Advisory vote on the remuneration report | FOR | FOR | | ✓ 97.7% |
| 1.c | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 96.9% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 4.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.7% |
| 4.b | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.8% |
| 5.a | Elections to the board of directors | | | | |
| 5.a.1 | Re-elect Dr. Carole Ackermann | FOR | FOR | | ✓ 99.2% |
| 5.a.2 | Re-elect Mr. Roger Baillod as board member and chair | FOR | FOR | | ✓ 98.1% |
| 5.a.3 | Re-elect Prof. Dr. Petra Denk | FOR | FOR | | ✓ 99.8% |
| 5.a.4 | Re-elect Ms. Rebecca Guntern Flückiger | FOR | FOR | | ✓ 99.2% |
| 5.a.5 | Re-elect Mr. Martin à Porta | FOR | FOR | | ✓ 99.9% |
| 5.a.6 | Re-elect Mr. Kurt Schär | FOR | FOR | | ✓ 97.8% |
| 5.a.7 | Elect Ms. Linda de Winter | FOR | FOR | | ✓ 99.2% |
| 5.b | Elections to the nomination and remuneration committee | | | | |
| 5.b.1 | Re-elect Mr. Roger Baillod to the nomination and remuneration committee | FOR | FOR | | ✓ 92.7% |
| 5.b.2 | Re-elect Ms. Rebecca Guntern Flückiger to the nomination and remuneration committee | FOR | FOR | | ✓ 98.7% |
| 5.b.3 | Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee | FOR | FOR | | ✓ 94.2% |
| 5.c | Re-elect Mr. Andreas Byland as independent proxy | FOR | FOR | | ✓ 100.0% |
| 5.d | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------------------|------------|------------|---------|
| 1 | Opening of the general meeting and chair's speech | NON-VOTING | NON-VOTING | |
| 2 | Presentation of Mr. Martin Schlegel, CEO | NON-VOTING | NON-VOTING | |
| 3 | Auditors' report | NON-VOTING | NON-VOTING | |
| 4 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7% |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.5% |
| 6 | Discharge board members and executive management | FOR | FOR | ✓ 99.4% |
| 7 | Re-elect KPMG as auditors | FOR | FOR | ✓ 98.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> | ✓ 95.1% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 95.3% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chair is significantly higher than that of a peer group. | ✓ 96.2% |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.2% |
| 4.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 99.1% |
| 5.1 | Re-elect Mr. Marcel Keller as representative of the registered A shares | FOR | FOR | | ✓ 99.3% |
| 5.2 | Elections to the board of directors | | | | |
| 5.2.1 | Re-elect Mr. David Dean as board member and elect him as chair | FOR | FOR | | ✓ 98.9% |
| 5.2.2 | Re-elect Ms. Patricia Heidtman | FOR | FOR | | ✓ 99.8% |
| 5.2.3 | Re-elect Ms. Petra Maria Ehmann | FOR | FOR | | ✓ 99.8% |
| 5.2.4 | Re-elect Mr. Marcel Keller | FOR | FOR | | ✓ 99.9% |
| 5.2.5 | Re-elect Mr. Martin Kühn | FOR | FOR | | ✓ 99.2% |
| 5.2.6 | Re-elect Prof. Dr. Ina Toegel | FOR | FOR | | ✓ 99.8% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Elect Ms. Patricia Heidtman to the remuneration committee | FOR | FOR | | ✓ 99.7% |
| 5.3.2 | Re-elect Mr. Marcel Keller to the remuneration committee | FOR | FOR | | ✓ 99.7% |
| 5.3.3 | Re-elect Prof. Dr. Ina Toegel to the remuneration committee | FOR | FOR | | ✓ 99.6% |
| 6 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 39 years, which exceeds Ethos' guidelines. | ✓ 88.6% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------|-------|-------|---------|
| 7 | Re-elect Mr. René Peyer as independent proxy | FOR | FOR | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.a | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6% |
| 1.b | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 90.6% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.7% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Ms. Anita Hauser | FOR | FOR | | ✓ 95.7% |
| 4.1.b | Re-elect Mr. Michael Hauser | FOR | FOR | | ✓ 92.1% |
| 4.1.c | Re-elect Mr. Martin Hirzel | FOR | FOR | | ✓ 99.5% |
| 4.1.d | Re-elect Mr. Urs Kaufmann as board member and chair | FOR | FOR | | ✓ 97.6% |
| 4.1.e | Re-elect Mr. Stefan Scheiber | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 85.1% |
| 4.2 | Elect Ms. Manja Greimeier | FOR | FOR | | ✓ 99.8% |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.a | Re-elect Ms. Anita Hauser to the remuneration committee | FOR | FOR | | ✓ 90.8% |
| 4.3.b | Re-elect Mr. Stefan Scheiber to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Scheiber to the board of directors, Ethos cannot approve Mr. Scheiber to the committee. | ✓ 82.8% |
| 4.4 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 99.9% |
| 4.5 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 41 years, which exceeds Ethos' guidelines. | ✓ 89.5% |
| 5.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.3% |
| 5.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 78.6% |
| 5.3 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.1% |
| 5.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.6% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------|------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Opening and announcements | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | | | |
| 2.1 | Approve annual report | FOR | FOR | ✓ 99.9% |
| 2.2 | Approve the statutory accounts | FOR | FOR | ✓ 99.9% |
| 2.3 | Approve the consolidated accounts | FOR | FOR | ✓ 99.9% |
| 2.4 | Receive the auditor's report | NON-VOTING | NON-VOTING | |
| 2.5 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 89.8%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> |
| 3 | Discharge board members | | | |
| 3.1 | Discharge Mr. Gaudenz F. Domenig | FOR | FOR | ✓ 99.6% |
| 3.2 | Discharge Mr. Marco Syfrig | FOR | FOR | ✓ 99.5% |
| 3.3 | Discharge Mr. Willy Hüppi | FOR | FOR | ✓ 99.5% |
| 3.4 | Discharge Ms. Michèle Novak-Moser | FOR | FOR | ✓ 99.5% |
| 3.5 | Discharge Ms. Nina Remmers | FOR | FOR | ✓ 99.5% |
| 3.6 | Discharge Mr. Diego Brüesch | FOR | FOR | ✓ 99.5% |
| 4 | Approve allocation of income and dividend | | | |
| 4.1 | Distribution of dividend from retained earnings | FOR | FOR | ✓ 100.0% |
| 4.2 | Distribution of dividend from capital contributions reserves | FOR | FOR | ✓ 100.0% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Gaudenz F. Domenig as board member and chair | FOR | ● OPPOSE | <p>✓ 79.6%</p> <p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.2 | Re-elect Mr. Marco Syfrig | FOR | ● OPPOSE | <p>He has been a member of the board for 17 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 17 years, former executive, consultancy fees) and the board independence is insufficient (33.3%).</p> | ✓ 80.2% |
| 5.3 | Re-elect Mr. Willy Hüppi | FOR | ● OPPOSE | <p>He has been a member of the board for 19 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 19 years, various reasons) and the board independence is insufficient (33.3%).</p> | ✓ 80.9% |
| 5.4 | Re-elect Ms. Michèle Novak-Moser | FOR | FOR | | ✓ 93.8% |
| 5.5 | Re-elect Ms. Nina Remmers | FOR | FOR | | ✓ 93.8% |
| 5.6 | Re-elect Mr. Diego Brüesch | FOR | FOR | | ✓ 85.4% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Gaudenz F. Domenig to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Domenig to the board of directors, Ethos cannot approve Mr. Domenig to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 76.7% |
| 6.2 | Re-elect Mr. Willy Hüppi to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Hüppi to the board of directors, Ethos cannot approve Mr. Hüppi to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 76.6% |
| 6.3 | Re-elect Ms. Michèle Novak-Moser to the remuneration committee | FOR | ● OPPOSE | <p>She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 82.6% |
| 7 | Re-elect Mr. Dieter R. Brunner as independent proxy | FOR | FOR | | ✓ 99.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------|---------|
| 8 | Re-elect KPMG as auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ 89.0% |
| 9 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 9.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive excessive consultancy fees in a regular manner. | ✓ 93.4% |
| 9.2 | Binding retrospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.4% |
| 9.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. Past awards do not allow confirmation of the link between pay and performance. | ✓ 74.5% |

| 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 | ✓ 99.9% |
| 3 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 91.2%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.6% |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.6% |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Dr. Carole Ackermann | FOR | FOR | ✓ 99.7% |
| 6.1.2 | Re-elect Mr. Peter Arnold | FOR | FOR | ✓ 99.6% |
| 6.1.3 | Re-elect Mr. Matthias In-Albon | FOR | FOR | ✓ 98.8% |
| 6.1.4 | Re-elect Ms. Marie-Gabrielle Ineichen-Fleisch | FOR | FOR | ✓ 99.3% |
| 6.1.5 | Re-elect Dr. Carole Schmied-Syz | FOR | FOR | ✓ 99.5% |
| 6.1.6 | Re-elect Mr. Patrick Z'Brun | FOR | FOR | ✓ 99.7% |
| 6.1.7 | Elect Mr. Fernando Lehner | FOR | FOR | ✓ 98.4% |
| 6.2 | Re-elect Mr. Patrick Z'Brun as board chair | FOR | FOR | ✓ 99.6% |
| 6.3 | Elections to the nomination and remuneration committee | | | |
| 6.3.1 | Re-elect Mr. Patrick Z'Brun to the nomination and remuneration committee | FOR | FOR | ✓ 97.7% |
| 6.3.2 | Re-elect Dr. Carole Ackermann to the nomination and remuneration committee | FOR | FOR | ✓ 97.2% |
| 6.3.3 | Re-elect Mr. Peter Arnold to the nomination and remuneration committee | FOR | FOR | ✓ 97.5% |
| 6.4 | Re-elect BDO as auditors | FOR | FOR | ✓ 98.7% |
| 6.5 | Re-elect Ms. Chantal Carlen as independent proxy | FOR | FOR | ✓ 99.8% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------------------|------------|------------|---------|
| 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 | ✓ 97.6% |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 94.7% |
| 7.3 | Binding prospective vote on the total remuneration of the board of directors for Q1 2026 | FOR | FOR | ✓ 97.5% |
| 7.4 | Binding prospective vote on the total remuneration of the executive management for Q1 2026 | FOR | FOR | ✓ 94.8% |
| 8 | Outlook | NON-VOTING | NON-VOTING | |

| Item | Agenda | Board | Ethos | Result |
|------|-----------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 96.7%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> |
| 3 | Approve allocation of income and dividend | FOR | ● OPPOSE | <p>✓ 97.3%</p> <p>The proposed allocation of income seems inappropriate, given the long-term interests of the company and its stakeholders.</p> |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.4% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Roland Abt | FOR | FOR | ✓ 99.6% |
| 5.2 | Re-elect Dr. Matthias Auer | FOR | FOR | ✓ 89.0% |
| 5.3 | Re-elect Ms. Inge Delobelle | FOR | FOR | ✓ 99.5% |
| 5.4 | Re-elect Mr. Urs Riedener | FOR | FOR | ✓ 94.3% |
| 5.5 | Re-elect Mr. Felix Schmidheiny | FOR | FOR | ✓ 89.6% |
| 5.6 | Re-elect Mr. Robert F. Spoerry | FOR | FOR | ✓ 96.3% |
| 5.7 | Re-elect Ms. Eva Zauke | FOR | FOR | ✓ 99.5% |
| 5.8 | Re-elect Dr. Heinz O. Baumgartner | FOR | FOR | ✓ 99.6% |
| 6 | Re-elect Dr. Heinz O. Baumgartner as board chair | FOR | FOR | ✓ 98.4% |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Mr. Urs Riedener to the nomination and remuneration committee | FOR | FOR | ✓ 91.9% |
| 7.2 | Re-elect Ms. Inge Delobelle to the nomination and remuneration committee | FOR | FOR | ✓ 98.2% |
| 7.3 | Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee | FOR | FOR | ✓ 95.1% |
| 8.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 92.1%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-------|----------|
| 8.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.2% |
| 8.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.2% |
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 99.9% |
| 10 | Re-elect SILK Rechtsanwälte as independent proxy | FOR | FOR | ✓ 100.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.3% |
| 1.2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.2% |
| 2.1 | Elections to the board of directors | | | | |
| 2.1.1 | Re-elect Mr. Felix Sulzberger as board member and chair | FOR | FOR | | ✓ 75.9% |
| 2.1.2 | Re-elect Mr. Allan Kellenberger | FOR | FOR | | ✓ 95.0% |
| 2.1.3 | Re-elect Mr. Thomas Stöcklin | FOR | ● OPPOSE | He will be a permanent member of the executive management (CEO as of June 2025). | ✓ 81.7% |
| 2.1.4 | Re-elect Ms. Corinna Werkle | FOR | FOR | | ✓ 99.0% |
| 2.1.5 | Elect Ms. Andrea Sieber | FOR | FOR | | ✓ 98.7% |
| 2.2 | Elections to the remuneration committee | | | | |
| 2.2.1 | Re-elect Mr. Felix Sulzberger to the remuneration committee | FOR | ● OPPOSE | He receives a remuneration that is excessive. He holds an executive function in the company (CEO until 31 May). | ✓ 64.7% |
| 2.2.2 | Re-elect Ms. Corinna Werkle to the remuneration committee | FOR | FOR | | ✓ 85.8% |
| 2.2.3 | Elect Ms. Andrea Sieber to the remuneration committee | FOR | FOR | | ✓ 98.5% |
| 3 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.3% |
| 4 | Re-elect Grossenbacher Rechtsanwälte as independent proxy | FOR | FOR | | ✓ 99.7% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 85.5% |
| 6.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 53.4% |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 90.5% |
| 6.3 | Binding prospective vote on the fixed and short-term variable 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. | ✓ 69.8% |
| 6.4 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 71.0% |
| 7 | Approve sustainability report | FOR | FOR | | ✓ 97.1% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------|---------|
| 8.1 | Amend articles of association: editorial change | FOR | FOR | | ✓ 99.0% |
| 8.2 | Amend articles of association: deletion of the age limit for board members | FOR | ● OPPOSE | The amendment has a negative impact on the governance of the company. | ✓ 72.3% |
| 8.3 | Amend articles of association: quorum for capital reduction | FOR | FOR | | ✓ 98.7% |
| 8.4 | Amend articles of association: delegation of the management | FOR | FOR | | ✓ 98.9% |
| 8.5 | Amend articles of association: limit of external mandates | FOR | FOR | | ✓ 98.5% |
| 8.6 | Amend articles of association: additional amount for the executive management | FOR | FOR | | ✓ 75.5% |

| Item | Agenda | Board | Ethos | Result |
|---------|----------------------------------------------------------------------------------|-------|-------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 99.4% |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 97.1% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.8% |
| 5.1-5.2 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. Franco Morra | FOR | FOR | ✓ 99.7% |
| 5.1.2 | Re-elect Mr. Marc Berg | FOR | FOR | ✓ 99.7% |
| 5.1.3 | Re-elect Mr. Thomas Buess | FOR | FOR | ✓ 99.8% |
| 5.1.4 | Re-elect Ms. Susanne Klöss-Braekler | FOR | FOR | ✓ 99.6% |
| 5.1.5 | Re-elect Ms. Sandra Hauser | FOR | FOR | ✓ 99.8% |
| 5.2 | Elect Ms. Wanda Eriksen-Grundbacher | FOR | FOR | ✓ 99.6% |
| 5.3 | Re-elect Dr. Franco Morra as board chair | FOR | FOR | ✓ 99.8% |
| 5.4 | Elections to the nomination and remuneration committee | | | |
| 5.4.1 | Re-elect Ms. Susanne Klöss-Braekler to the nomination and remuneration committee | FOR | FOR | ✓ 98.1% |
| 5.4.2 | Re-elect Mr. Marc Berg to the nomination and remuneration committee | FOR | FOR | ✓ 98.6% |
| 5.4.3 | Re-elect Mr. Thomas Buess to the nomination and remuneration committee | FOR | FOR | ✓ 98.6% |
| 5.5 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | ✓ 99.9% |
| 5.6 | Re-elect KPMG as auditors | FOR | FOR | ✓ 92.8% |
| 6 | Extension of the capital band | FOR | FOR | ✓ 95.6% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.2% |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.1% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Elect Forvis Mazars as auditors | WITH-DRAWN | ● FOR | This item was approved by the EGM but Forvis Mazars declined to be elected. - |
| 2 | Resignations from the board of directors | NON-VOTING | NON-VOTING | |
| 3 | Elections to the board of directors | | | |
| 3.1 | Elect Mr. Alexandre Uldry | WITH-DRAWN | ● FOR | This item was approved by the EGM but Mr. Alexandre Uldry declined to be elected. - |
| 3.2 | Elect Mr. Philippe Joerg | WITH-DRAWN | ● OPPOSE | This item was approved by the EGM but Mr. Philippe Joerg declined to be elected. - Ethos initially recommended to OPPOSE for the following reason: He is a representative of a significant shareholder who is sufficiently represented on the board. |
| 3.3 | Elect a third board member | WITH-DRAWN | ● OPPOSE | This item was not submitted to vote. - Ethos initially recommended to OPPOSE for the following reason: Insufficient information is provided concerning the nominee. The nominee is representative of a significant shareholder who is sufficiently represented on the board. |
| | Board proposal not on the agenda: re-elect Mr. Michel Réthoret | FOR | ● OPPOSE | This proposal was made during the EGM, preventing shareholders to vote in an informed manner. ✓ |
| | Board proposal not on the agenda: elect Mr. Antoine Kohler | FOR | ● OPPOSE | This proposal was made during the EGM, preventing shareholders to vote in an informed manner. ✓ |
| | Board proposal not on the agenda: elect Mr. Georges Gard | FOR | ● OPPOSE | This proposal was made during the EGM, preventing shareholders to vote in an informed manner. ✓ |
| 4 | Elect Mr. Alexandre Uldry as board chair | WITH-DRAWN | ● FOR | This item was approved by the EGM but Mr. Alexandre Uldry declined to be elected. - |
| | Board proposal not on the agenda: elect Mr. Michel Réthoret as board chair | FOR | ● OPPOSE | This proposal was made during the EGM, preventing shareholders to vote in an informed manner. ✓ |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Elect Mr. Alexandre Uldry to the remuneration committee | WITH-DRAWN | ● FOR | This item was approved by the EGM but Mr. Alexandre Uldry declined to be elected. - |

| Item | Agenda | Board | Ethos | Result | |
|------|-------------------------------------------------------------------------------------------|------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| 5.2 | Elect Mr. Philippe Joerg to the remuneration committee | WITH-DRAWN | ● OPPOSE | <p>This item was approved by the EGM but Mr. Philippe Joerg declined to be elected.</p> <p>Ethos initially recommended to OPPOSE for the following reason: As Ethos did not support the election of Mr. Joerg to the board of directors, Ethos cannot approve Mr. Joerg to the committee.</p> | - |
| | Board proposal not on the agenda: elect Mr. Michel Réthoret to the remuneration committee | FOR | ● OPPOSE | This proposal was made during the EGM, preventing shareholders to vote in an informed manner. | ✓ |
| | Board proposal not on the agenda: elect Mr. Georges Gard to the remuneration committee | FOR | ● OPPOSE | This proposal was made during the EGM, preventing shareholders to vote in an informed manner. | ✓ |
| 6 | Miscellaneous | NON-VOTING | NON-VOTING | | |

| 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 | ● OPPOSE | The transparency of the remuneration report is insufficient. | ✓ 74.8% |
| 3 | Approve sustainability report | FOR | FOR | | ✓ 99.5% |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.2% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 98.5% |
| 6 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.0% |
| 7 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive. The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. | ✓ 77.2% |
| 8.1 | Adjustment of capital band's upper limit | FOR | FOR | | ✓ 99.2% |
| 8.2 | Exclusion of pre-emptive rights | FOR | FOR | | ✓ 97.0% |
| 8.3 | Adjustment to limitation for excluding shareholders' pre-emptive rights | FOR | ● OPPOSE | The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital. | ✓ 77.5% |
| 9 | Elections to the board of directors | | | | |
| 9.1 | Re-elect Mr. Daniel Frutig as a board member and chair | FOR | FOR | | ✓ 98.2% |
| 9.2 | Re-elect Ms. Norma Corio | FOR | FOR | | ✓ 96.1% |
| 9.3 | Re-elect Ms. Denise Koopmans | FOR | FOR | | ✓ 98.1% |
| 9.4 | Re-elect Mr. Konstantin Ryzhkov | FOR | FOR | | ✓ 98.0% |
| 10 | Elections to the remuneration committee | | | | |
| 10.1 | Re-elect Mr. Daniel Frutig to the remuneration committee | FOR | FOR | | ✓ 97.6% |
| 10.2 | Re-elect Mr. Konstantin Ryzhkov to the remuneration committee | FOR | FOR | | ✓ 98.0% |
| 11 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 97.8% |
| 12 | Re-elect Etude Athemis as independent proxy | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|--------|-----------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 96.7% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 86.4% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 94.2% |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9% |
| 3.2 | Distribution through capital reduction by way of par value reduction | FOR | FOR | | ✓ 99.9% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Ahmed Mohamed Al Umar | FOR | FOR | | ✓ 86.8% |
| 4.1.2 | Elect Mr. Ben van Beurden | FOR | FOR | | ✓ 99.6% |
| 4.1.3 | Re-elect Mr. Roberto Gualdoni | FOR | FOR | | ✓ 93.1% |
| 4.1.4 | Re-elect Mr. Jens Lohmann | FOR | FOR | | ✓ 89.5% |
| 4.1.5 | Re-elect Mr. Thilo Mannhardt | FOR | FOR | | ✓ 89.8% |
| 4.1.6 | Re-elect Mr. Geoffery Merszei | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (45.5%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 86.3% |
| 4.1.7 | Re-elect Dr. Eveline Saupper | FOR | FOR | | ✓ 94.7% |
| 4.1.8 | Re-elect Mr. Peter Steiner | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 80.6% |
| 4.1.9 | Re-elect Dr. Claudia Süßmuth Dyckerhoff | FOR | FOR | | ✓ 94.6% |
| 4.1.10 | Re-elect Ms. Susanne Wamsler | FOR | FOR | | ✓ 90.1% |
| 4.1.11 | Re-elect Mr. Konstantin Winterstein | FOR | FOR | | ✓ 87.3% |
| 4.2 | Elect Mr. Ben van Beurden as board chair | FOR | FOR | | ✓ 99.6% |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Jens Lohmann to the remuneration committee | FOR | FOR | | ✓ 87.2% |
| 4.3.2 | Re-elect Dr. Eveline Saupper to the remuneration committee | FOR | FOR | | ✓ 92.6% |
| 4.3.3 | Re-elect Dr. Claudia Süßmuth Dyckerhoff to the remuneration committee | FOR | FOR | | ✓ 92.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 4.3.4 | Re-elect Mr. Konstantin Winterstein to the remuneration committee | FOR | FOR | | ✓ 86.8% |
| 4.4 | Re-elect Dr. Balthasar Settelen as independent proxy | FOR | FOR | | ✓ 98.5% |
| 4.5 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 89.6% |
| 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 remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 91.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 2 | Approve allocation of income and dividend | | | | |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 100.0% |
| 2.2 | Distribution of dividend from capital contributions reserves | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Matthias Altendorf as board member and elect him as chair | FOR | FOR | | ✓ 99.5% |
| 4.1.2 | Re-elect Mr. Jürgen Rauch | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 95.4% |
| 4.1.3 | Re-elect Dr. Astrid Waser | FOR | FOR | | ✓ 90.2% |
| 4.1.4 | Re-elect Prof. Dr. Allison Zwingenberger | FOR | FOR | | ✓ 96.5% |
| 4.1.5 | Re-elect Mr. Daniel Bühler | FOR | FOR | | ✓ 99.4% |
| 4.1.6 | Re-elect Mr. Edgar Schönbächler | FOR | FOR | | ✓ 99.4% |
| 4.1.7 | Elect Mr. Martin Schaufelberger | FOR | FOR | | ✓ 96.2% |
| 4.2 | Elections to the nomination and remuneration committee | | | | |
| 4.2.1 | Re-elect Mr. Edgar Schönbächler to the nomination and remuneration committee | FOR | FOR | | ✓ 96.4% |
| 4.2.2 | Re-elect Prof. Dr. Allison Zwingenberger to the nomination and remuneration committee | FOR | FOR | | ✓ 95.9% |
| 4.2.3 | Elect Mr. Daniel Bühler to the nomination and remuneration committee | FOR | FOR | | ✓ 98.9% |
| 5 | Re-elect Dr. Michael Schöbi as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 98.1% |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 89.4% |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.3% |
| 7.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.9% |
| 7.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 89.6% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 8 | Approve sustainability report | FOR | <p>● OPPOSE</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | <p>✓ 97.6%</p> |

| 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 | Approve sustainability report | FOR | ● OPPOSE | <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 84.9% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 98.5% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Dr. Mariel Hoch | FOR | FOR | | ✓ 97.2% |
| 5.2 | Re-elect Mr. Patrick Jany | FOR | FOR | | ✓ 98.6% |
| 5.3 | Re-elect Mr. Heinz Kundert | FOR | FOR | | ✓ 96.9% |
| 5.4 | Re-elect Ms. Irene Lee | FOR | FOR | | ✓ 98.6% |
| 5.5 | Re-elect Dr. Edeltraud Leibrock | FOR | FOR | | ✓ 98.6% |
| 5.6 | Re-elect Mr. Benjamin Loh | FOR | FOR | | ✓ 98.2% |
| 5.7 | Elect Mr. Benjamin Loh as board chair | FOR | FOR | | ✓ 98.3% |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Dr. Mariel Hoch to the nomination and remuneration committee | FOR | FOR | | ✓ 96.5% |
| 6.2 | Re-elect Mr. Heinz Kundert to the nomination and remuneration committee | FOR | FOR | | ✓ 96.4% |
| 6.3 | Elect Mr. Patrick Jany to the nomination and remuneration committee | FOR | FOR | | ✓ 98.1% |
| 7 | Re-elect HütteLAW as independent proxy | FOR | FOR | | ✓ 99.9% |
| 8 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 26 years, which exceeds Ethos' guidelines. | ✓ 73.7% |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.5% |
| 9.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.7% |
| 9.3 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.6% |
| 9.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 96.2% |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------------------|-------|-------|---------|
| 9.5 | Advisory vote on the remuneration report | FOR | FOR | ✓ 82.3% |

| 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 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 100.0% |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.7% |
| 5 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. The non-executive directors receive options. | ✓ 97.2% |
| 6 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive options. | ✓ 97.3% |
| 7 | 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. | ✓ 97.2% |
| 8 | Elections to the board of directors | | | | |
| 8.1 | Re-elect Mr. Patrick Combes | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory. The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 98.4% |
| 8.2 | Re-elect Mr. Christian Baillet | FOR | FOR | | ✓ 99.9% |
| 8.3 | Re-elect Mr. Alain Blanc-Brude | FOR | ● OPPOSE | He is 79 years old, which exceeds Ethos' guidelines. | ✓ 98.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 8.4 | Re-elect Mr. Jean-Marie Descarpentries | FOR | ● OPPOSE | <p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is 88 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 28 years) and the board independence is insufficient (37.5%).</p> | ✓ 98.2% |
| 8.5 | Re-elect Mr. Christian Goecking | FOR | ● OPPOSE | <p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is 81 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 28 years) and the board independence is insufficient (37.5%).</p> | ✓ 98.5% |
| 8.6 | Re-elect Mr. Christophe Hémon | FOR | FOR | | ✓ 99.9% |
| 8.7 | Re-elect Mr. Marco Illy | FOR | FOR | | ✓ 99.8% |
| 8.8 | Re-elect Mr. Robert Pennone | FOR | ● OPPOSE | <p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is 81 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 28 years) and the board independence is insufficient (37.5%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 97.2% |
| 9 | Re-elect Mr. Patrick Combes as board chair | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Combes to the board of directors, Ethos cannot approve Mr. Combes as chair.</p> | ✓ 97.9% |
| 10 | Elections to the remuneration committee | | | | |
| 10.1 | Re-elect Mr. Robert Pennone to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Pennone to the board of directors, Ethos cannot approve Mr. Pennone to the committee.</p> | ✓ 97.2% |
| 10.2 | Re-elect Mr. Christian Goecking to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Goecking to the board of directors, Ethos cannot approve Mr. Goecking to the committee.</p> | ✓ 97.2% |
| 11 | Re-elect Mr. Robert Pennone as chair of the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Pennone to the board of directors, Ethos cannot approve Mr. Pennone to the committee.</p> | ✓ 97.2% |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------------------------------|-------|-------|----------|
| 12 | Re-elect KPMG as auditors | FOR | FOR | ✓ 100.0% |
| 13 | Re-elect Dr. Christophe Wilhelm as independent proxy | FOR | FOR | ✓ 100.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Opening of meeting | NON-VOTING | NON-VOTING | | |
| 2 | Report of the executive board on the past financial year | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual accounts | FOR | FOR | | ✓ 99.5% |
| 4 | Approve allocation of income | FOR | FOR | | ✓ 100.0% |
| 5 | Discharge board members | FOR | FOR | | ✓ 86.4% |
| 6 | Approve dividend | FOR | FOR | | ✓ 99.6% |
| 7 | Approve the number of options to be granted to members of the executive board under the company's LT incentive plan | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 67.4% |
| Elections to the board of directors | | | | | |
| 8.1 | Re-elect Mr. Giovanni di Napoli | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 98.4% |
| 8.2 | Re-elect Mr. Niall Donnelly | FOR | ● OPPOSE | He is also a permanent member of the executive management (CSO). | ✓ 94.8% |
| 9.1 | Re-elect Mr. Alessandro Della Chà as board member and chair | FOR | ● OPPOSE | He has been a member of the board for 19 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 19 years, former executive) and the board independence is insufficient (0.0%). | ✓ 91.5% |
| 9.2 | Re-elect Mr. Mauro S. Ajani | FOR | FOR | | ✓ 94.2% |
| 9.3 | Re-elect Dr. Maria Grazia Roncarolo | FOR | FOR | | ✓ 90.5% |
| 9.4 | Re-elect Mr. John O'Dea | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. He chairs the remuneration committee and receives a remuneration that is not in line with generally accepted best practice standards. He chairs the remuneration committee and the remuneration system is very unsatisfactory. | ✓ 89.6% |
| 9.5 | Re-elect Ms. Silvana Perretta | FOR | FOR | | ✓ 93.0% |
| 10.1 | Approve renewal of authorisation to issue ordinary shares for financing purposes | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital. | ✓ 76.3% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 10.2 | Approve renewal of authorisation to issue ordinary shares for employee participation | 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. | ✓ 73.1% |
| 10.3 | Approve renewal of authorisation to issue preference shares | FOR | ● OPPOSE | Anti-takeover provision not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 68.1% |
| 11 | Authorisation to restrict or exclude pre-emptive rights | 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 20% of the issued share capital. | ✓ 67.4% |
| 12 | Approve share buyback programme | FOR | ● OPPOSE | The amount to be repurchased exceeds 10% of the share capital. | ✓ 99.5% |
| 13 | Amend articles of association: representation rule | FOR | FOR | | ✓ 87.0% |
| | Closing of meeting | NON-VOTING | NON-VOTING | | |

| 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 transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 99.7% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.4% |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Marian Borovsky | FOR | ● OPPOSE | The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 99.7% |
| 5.1.2 | Re-elect Mr. Günter Graubach | FOR | ● OPPOSE | He is also a permanent member of the executive management (Chief Business Development Officer). | ✓ 99.8% |
| 5.1.3 | Re-elect Dr. Roland Rutschmann | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.8% |
| 5.1.4 | Re-elect Dr. Silvio Inderbitzin | FOR | FOR | | ✓ 99.8% |
| 5.2 | Re-elect Dr. Marian Borovsky as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Borovsky to the board of directors, Ethos cannot approve Dr. Borovsky as chair. | ✓ 99.7% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Günter Graubach to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Graubach to the board of directors, Ethos cannot approve Mr. Graubach to the committee. | ✓ 99.7% |
| 5.3.2 | Re-elect Dr. Roland Rutschmann to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Rutschmann to the board of directors, Ethos cannot approve Dr. Rutschmann to the committee. | ✓ 99.7% |
| 5.3.3 | Re-elect Dr. Marian Borovsky to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Borovsky to the board of directors, Ethos cannot approve Dr. Borovsky to the committee. | ✓ 99.7% |
| 5.4 | Re-elect Forvis Mazars as auditors | FOR | FOR | | ✓ 99.7% |
| 5.5 | Re-elect KBT Treuhand AG as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 99.4% |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 99.4% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 87.4% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 86.8% |
| 3 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 69.3% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 83.2% |
| 5.1 | Reduce share capital via repayment of nominal value | FOR | FOR | | ✓ 82.9% |
| 5.2 | Increase share capital | FOR | FOR | | ✓ 83.1% |
| 5.3 | Amend conditional capital for the conversion of convertible bonds | FOR | FOR | | ✓ 75.3% |
| 5.4 | Amend capital band | FOR | FOR | | ✓ 73.2% |
| 5.5 | Adjustment of the limitation of the number of shares that can be issued without pre-emptive rights or subscription rights | FOR | FOR | | ✓ 81.6% |
| 5.6 | Amend conditional capital for the employees | FOR | FOR | | ✓ 75.1% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Walter Oberhänsli as board member and chair | FOR | FOR | | ✓ 84.3% |
| 6.2 | Re-elect Prof. Dr. Andréa Belliger | FOR | FOR | | ✓ 85.3% |
| 6.3 | Re-elect Prof. Stefan Feuerstein | FOR | FOR | | ✓ 84.9% |
| 6.4 | Re-elect Ms. Rongrong Hu | FOR | FOR | | ✓ 82.9% |
| 6.5 | Re-elect Dr. Christian Mielsch | FOR | FOR | | ✓ 83.5% |
| 6.6 | Re-elect Mr. Florian Seubert | FOR | FOR | | ✓ 81.4% |
| 7 | Elections to the nomination and remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.1 | Re-elect Ms. Rongrong Hu to the nomination and remuneration committee | FOR | ● OPPOSE | <p>She was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.</p> <p>She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 77.3% |
| 7.2 | Re-elect Mr. Walter Oberhänsli to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 76.7% |
| 7.3 | Re-elect Mr. Florian Seubert to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 75.7% |
| 8 | Re-elect Buis Bürgi AG as independent proxy | FOR | FOR | | ✓ 87.7% |
| 9 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ 64.3% |
| 10.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 71.8% |
| 10.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 71.5% |
| 10.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | Past awards do not allow confirmation of the link between pay and performance. | ✓ 71.1% |
| 10.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 76.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 10.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | <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 potentially paid out is significantly higher than the amount requested at the general meeting.</p> | <p>✓ 70.1%</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 83.7% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 97.7% |
| 3 | Approve allocation of income | FOR | FOR | | ✓ 81.4% |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 92.4% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Horst Mahmoudi as chair | FOR | ● OPPOSE | He has a major conflict of interest that is incompatible with his role as chair. | ✓ 95.5% |
| 5.2 | Re-elect Mr. Fulvio Micheletti | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 95.4% |
| 5.3 | Re-elect Mr. Reto Klotz | FOR | FOR | | ✓ 98.7% |
| 5.4 | Re-elect Mr. José Luis Chorro Lopez | FOR | ● OPPOSE | He has a major conflict of interest that is incompatible with his role as board member. | ✓ 96.3% |
| 5.5 | Re-elect Mr. Marc Klingelfuss | FOR | FOR | | ✓ 98.6% |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Mr. Fulvio Micheletti to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Micheletti to the board of directors, Ethos cannot approve Mr. Micheletti to the committee. | ✓ 96.9% |
| 6.2 | Re-elect Mr. Reto Klotz to the nomination and remuneration committee | FOR | FOR | | ✓ 98.5% |
| 6.3 | Re-elect Mr. Marc Klingelfuss to the nomination and remuneration committee | FOR | FOR | | ✓ 98.3% |
| 7 | Re-elect BDO as auditors | FOR | FOR | | ✓ 99.0% |
| 8 | Re-elect Mr. Christoph Lerch as independent proxy | FOR | FOR | | ✓ 99.9% |
| 9 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.0% |
| 10 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 97.6% |

| Item | Agenda | Board | Ethos | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | ✓ 95.0% Relevant indicators are not verified by an independent third party. The report does not cover all material topics. The company has not set ambitious and quantitative targets for all material topics. The climate strategy is not aligned with the goals of the Paris Agreement. |
| 2 | Discharge board members | FOR | FOR | ✓ 97.1% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 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 | FOR | ✓ 96.5% |
| 4.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 96.4% |
| 4.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 82.4% |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Urs Riedener as board member and chair | FOR | FOR | ✓ 92.2% |
| 5.1.2 | Re-elect Ms. Monique Bourquin | FOR | FOR | ✓ 95.2% |
| 5.1.3 | Re-elect Mr. Dominik Bürgy | FOR | FOR | ✓ 99.6% |
| 5.1.4 | Re-elect Mr. Thomas Grüter | FOR | FOR | ✓ 95.5% |
| 5.1.5 | Re-elect Ms. Nadja Lang | FOR | FOR | ✓ 99.8% |
| 5.1.6 | Re-elect Mr. Hubert Muff | FOR | FOR | ✓ 93.1% |
| 5.2.1 | Elect Ms. Rebekka Iten | FOR | FOR | ✓ 97.7% |
| 5.2.2 | Elect Mr. Christian Troxler | FOR | FOR | ✓ 97.5% |
| 5.2.3 | Elect Ms. Anette Weber | FOR | FOR | ✓ 93.2% |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Urs Riedener to the nomination and remuneration committee | FOR | FOR | ✓ 87.2% |
| 5.3.2 | Re-elect Ms. Monique Bourquin to the nomination and remuneration committee | FOR | FOR | ✓ 91.1% |

| Item | Agenda | Board | Ethos | Result |
|-------|-------------------------------------------------------------------------|-------|-------|---------|
| 5.3.3 | Re-elect Mr. Dominik Bürgy to the nomination and remuneration committee | FOR | FOR | ✓ 94.0% |
| 5.3.4 | Re-elect Mr. Thomas Grüter to the nomination and remuneration committee | FOR | FOR | ✓ 89.3% |
| 6 | Re-elect KPMG as auditors | FOR | FOR | ✓ 97.8% |
| 7 | Re-elect Mr. Pascal Engelberger as independent proxy | FOR | FOR | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.5% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company abandons previous commitments to its sustainability strategy without adequate justification.</p> | ✓ 98.6% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7% |
| 3 | Approve allocation of income | FOR | FOR | | ✓ 99.3% |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4.a | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration of the chair is significantly higher than that of a peer group.</p> <p>The non-executive directors receive variable remuneration.</p> | ✓ 95.1% |
| 4.b | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> | ✓ 95.2% |
| 5.a | Elections to the board of directors | | | | |
| 5.a.1 | Re-elect Dr. Marcus Bollig | FOR | FOR | | ✓ 99.7% |
| 5.a.2 | Re-elect Mr. Norbert Indlekofer | FOR | ● OPPOSE | <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 97.2% |
| 5.a.3 | Re-elect Mr. Martin Klöti | FOR | FOR | | ✓ 97.7% |
| 5.a.4 | Re-elect Mr. Heinz Loosli | FOR | FOR | | ✓ 99.7% |
| 5.a.5 | Elect Mr. Matthias Holzammer | FOR | FOR | | ✓ 99.0% |
| 5.b | Re-elect Mr. Norbert Indlekofer as board chair | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Indlekofer to the board of directors, Ethos cannot approve Mr. Indlekofer as chair.</p> | ✓ 96.5% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.c | Elections to the nomination and remuneration committee | | | | |
| 5.c.1 | Re-elect Mr. Norbert Indlekofer to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Indlekofer to the board of directors, Ethos cannot approve Mr. Indlekofer to the committee. | ✓ 95.5% |
| 5.c.2 | Re-elect Mr. Martin Klöti to the nomination and remuneration committee | FOR | FOR | | ✓ 97.3% |
| 5.c.3 | Elect Mr. Matthias Holzammer to the nomination and remuneration committee | FOR | FOR | | ✓ 99.1% |
| 5.d | Re-elect COT Treuhand AG as independent proxy | FOR | FOR | | ✓ 99.9% |
| 5.2 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.1% |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Presentation of the auditors report on the financial statement | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0% |
| 4 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 86.4%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>There is a deterioration in key indicators on material issues over a 3-year period.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> |
| 5 | Advisory vote on the remuneration report | FOR | FOR | ✓ 72.3% |
| 6 | Discharge board members | FOR | FOR | ✓ 97.7% |
| 7 | Approve allocation of income and dividend | | | |
| 7.1 | Approve dividend from retained earnings | FOR | FOR | ✓ 100.0% |
| 7.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 92.8% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.4% |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.0% |
| 9 | Elections to the board of directors | | | |
| 9.1.a | Re-elect Mr. Guglielmo L. Brentel | FOR | FOR | ✓ 97.9% |
| 9.1.b | Re-elect Mr. Josef Felder | FOR | FOR | ✓ 97.8% |
| 9.1.c | Re-elect Mr. Stephan Gemkow | FOR | FOR | ✓ 99.9% |
| 9.1.d | Re-elect Ms. Corine Mauch | FOR | FOR | ✓ 96.5% |
| 9.1.e | Re-elect Ms. Claudia Pletscher | FOR | FOR | ✓ 93.2% |
| 9.2.a | Re-elect Mr. Josef Felder as board chair | FOR | FOR | ✓ 96.9% |
| 9.3 | Elections to the nomination and remuneration committee | | | |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|-------|----------|
| 9.3.a | Re-elect Mr. Guglielmo L. Brentel to the nomination and remuneration committee | FOR | FOR | ✓ 91.8% |
| 9.3.b | Re-elect Ms. Claudia Pletscher to the nomination and remuneration committee | FOR | FOR | ✓ 86.0% |
| 9.3.c | Re-elect Mr. Josef Felder to the nomination and remuneration committee | FOR | FOR | ✓ 92.2% |
| 9.3.d | Elect Dr. Beat Schwab to the nomination and remuneration committee | FOR | FOR | ✓ 97.5% |
| 9.4 | Re-elect Ms. Marianne Sieger as independent proxy | FOR | FOR | ✓ 100.0% |
| 9.5 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 99.1% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 88.8% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 97.2% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 4.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 57.0% |
| 4.2 | 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 chair is significantly higher than that of a peer group.</p> | ✓ 84.2% |
| 4.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.0% |
| 4.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 74.3% |
| 4.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 74.9% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Bernhard Merki as board member and elect him as chair of the board | FOR | FOR | | ✓ 96.3% |
| 5.2 | Re-elect Mr. Michael Pieper | FOR | FOR | | ✓ 91.0% |
| 5.3 | Re-elect Ms. Claudia Coninx-Kaczynski | FOR | FOR | | ✓ 85.3% |
| 5.4 | Re-elect Mr. Jörg Kampmeyer | FOR | FOR | | ✓ 98.8% |
| 5.5 | Re-elect Dr. Eveline Saupper | FOR | FOR | | ✓ 98.8% |
| 5.6 | Re-elect Mr. Vincent Studer | FOR | ● OPPOSE | <p>He has been a member of the board for 16 years, which exceeds Ethos' guidelines.</p> | ✓ 71.9% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------|---------|
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 62.4% |
| 6.2 | Re-elect Mr. Bernhard Merki to the remuneration committee | FOR | FOR | | ✓ 88.1% |
| 6.3 | Re-elect Mr. Michael Pieper to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 74.4% |
| 7 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 98.9% |
| 8 | Re-elect Mr. René Peyer as independent proxy | 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 balance sheet result | FOR | FOR | ✓ 99.8% |
| 3 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 99.9% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.9% |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. Andreas Robert Spahni as member and chair of the board | FOR | FOR | ✓ 88.9% |
| 5.1.2 | Re-elect Mr. Frédéric de Boer | FOR | FOR | ✓ 99.9% |
| 5.1.3 | Re-elect Ms. Ramona Lindenmann | FOR | FOR | ✓ 99.9% |
| 5.1.4 | Re-elect Mr. Niels Roefs | FOR | FOR | ✓ 99.8% |
| 5.1.5 | Re-elect Mr. Hadrian Rosenberg | FOR | FOR | ✓ 99.8% |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.1 | Re-elect Mr. Niels Roefs to the remuneration committee | FOR | FOR | ✓ 99.8% |
| 5.2.2 | Re-elect Mr. Hadrian Rosenberg to the remuneration committee | FOR | FOR | ✓ 99.8% |
| 5.3 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 87.2% |
| 5.4 | Re-elect Mr. Stephan Huber as independent proxy | FOR | FOR | ✓ 100.0% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 91.6% |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.2% |
| 6.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.3% |

| Item | Agenda | Board | Ethos | Result |
|-------|----------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 96.2%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 77.2%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Thomas Ebeling as board member and chair | FOR | FOR | ✓ 95.7% |
| 4.1.2 | Re-elect Mr. Michael Bauer | FOR | FOR | ✓ 94.5% |
| 4.1.3 | Re-elect Mr. Marcus Brennecke | FOR | FOR | ✓ 99.6% |
| 4.1.4 | Re-elect Mr. Daniel Browne | FOR | FOR | ✓ 99.9% |
| 4.1.5 | Re-elect Ms. Maria Teresa Hilado | FOR | FOR | ✓ 100.0% |
| 4.1.6 | Re-elect Ms. Karen Ling | FOR | FOR | ✓ 98.4% |
| 4.1.7 | Re-elect Ms. Sherilyn McCoy | FOR | ● OPPOSE | <p>✓ 89.4%</p> <p>She holds an excessive number of mandates.</p> <p>She has attended too few board meetings without satisfactory explanation.</p> |
| 4.1.8 | Re-elect Dr. Flemming Ornskov | FOR | ● OPPOSE | <p>✓ 93.1%</p> <p>He is also a permanent member of the executive management (CEO).</p> |
| 4.2 | Elect Mr. Roberto de Oliveira Marques | FOR | FOR | ✓ 98.6% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Ms. Karen Ling to the remuneration committee | FOR | ● OPPOSE | <p>She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>She was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p> | ✓ 96.1% |
| 4.3.2 | Re-elect Mr. Thomas Ebeling to the remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is 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> | ✓ 93.4% |
| 4.4.1 | Elect Mr. Roberto de Oliveira Marques to the remuneration committee | FOR | FOR | | ✓ 98.6% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.8% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 82.9% |
| 6 | Re-elect Altenburger Ltd. legal + tax as independent proxy | FOR | FOR | | ✓ 100.0% |
| 7 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.5% |

| 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 | ✓ 97.6% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | ✓ 84.6% Relevant indicators are not verified by an independent third party. The company has not set ambitious and quantitative targets for all material topics. The climate strategy is not aligned with the goals of the Paris Agreement. |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.7% |
| 3 | Approve allocation of income and dividend | | | |
| 3.1 | Approve dividend from retained earnings | FOR | FOR | ✓ 100.0% |
| 3.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 100.0% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Markus R. Neuhaus as board member and chair | FOR | FOR | ✓ 98.8% |
| 4.1.2 | Re-elect Ms. Pascale Bruderer | FOR | FOR | ✓ 99.1% |
| 4.1.3 | Re-elect Mr. Bertrand Jungo | FOR | FOR | ✓ 99.3% |
| 4.1.4 | Re-elect Ms. Judith Meier | FOR | FOR | ✓ 99.5% |
| 4.1.5 | Re-elect Prof. Dr. Solange Peters | FOR | FOR | ✓ 99.7% |
| 4.1.6 | Re-elect Mr. Jörg Zulauf | FOR | FOR | ✓ 99.8% |
| 4.1.7 | Elect Ms. Nadine Balkanyi-Nordmann | FOR | FOR | ✓ 99.6% |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Mr. Bertrand Jungo to the remuneration committee | FOR | FOR | ✓ 98.2% |
| 4.2.2 | Re-elect Ms. Pascale Bruderer to the remuneration committee | FOR | FOR | ✓ 98.5% |
| 4.2.3 | Re-elect Prof. Dr. Solange Peters to the remuneration committee | FOR | FOR | ✓ 99.0% |
| 4.3 | Re-elect Walder Wyss AG as independent proxy | FOR | FOR | ✓ 99.9% |
| 4.4 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 89.8% |
| 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 | FOR | ✓ 97.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.9% |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 96.4% |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 97.3% |
| 3.1 | Discharge board members | FOR | FOR | | ✓ 97.2% |
| 3.2 | Discharge the members of the executive management | FOR | FOR | | ✓ 97.2% |
| 4 | Increase conditional capital for the employees | FOR | ● OPPOSE | The potential dilution is excessive. | ✓ 93.1% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Antoine Spillmann as board member and chair | FOR | FOR | | ✓ 97.2% |
| 5.2 | Re-elect Mr. Anthony Maarek | FOR | FOR | | ✓ 95.9% |
| 5.3 | Re-elect Mr. Jeremy Smouha | FOR | FOR | | ✓ 97.3% |
| 5.4 | Re-elect Mr. Carlos Esteve | FOR | FOR | | ✓ 97.1% |
| 5.5 | Re-elect Ms. Inès de Dinechin | FOR | FOR | | ✓ 97.1% |
| 5.6 | Re-elect Ms. Anne Empain | FOR | FOR | | ✓ 97.1% |
| 5.7 | Re-elect Ms. Donatella Ceccarelli | FOR | FOR | | ✓ 97.2% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Ms. Inès de Dinechin to the remuneration committee | FOR | FOR | | ✓ 97.1% |
| 6.2 | Re-elect Ms. Anne Empain to the remuneration committee | FOR | FOR | | ✓ 97.1% |
| 6.3 | Re-elect Mr. Carlos Esteve to the remuneration committee | FOR | FOR | | ✓ 97.1% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.9% |
| 7.2 | Additional amount for the board of directors for the period between the 2024 AGM and 2025 AGM | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 96.5% |
| 7.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 96.7% |
| 7.4 | Additional amount for the remuneration of the executive management for 2024 | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ 96.3% |
| 7.5 | Binding retrospective vote on the severance payment to the former CEO | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 96.2% |
| 8 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 98.3% |
| 9 | Re-elect Mr. Tobias Rohner as independent proxy | FOR | FOR | | ✓ 99.9% |

| 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 | ✓ 99.5% |
| 3 | Approve sustainability report | FOR | FOR | ✓ 97.7% |
| 4 | Discharge board members | FOR | FOR | ✓ 98.6% |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Albert M. Baehny as board member and chair | FOR | FOR | ✓ 94.1% |
| 5.1.2 | Re-elect Mr. Thomas Bachmann | FOR | FOR | ✓ 97.6% |
| 5.1.3 | Re-elect Dr. Felix R. Ehrat | FOR | FOR | ✓ 79.3% |
| 5.1.4 | Re-elect Dr. Werner Karlen | FOR | FOR | ✓ 97.0% |
| 5.1.5 | Re-elect Ms. Bernadette Koch | FOR | FOR | ✓ 99.0% |
| 5.1.6 | Re-elect Ms. Eunice Zehnder-Lai | FOR | FOR | ✓ 94.6% |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.1 | Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee | FOR | FOR | ✓ 91.9% |
| 5.2.2 | Re-elect Mr. Thomas Bachmann to the remuneration committee | FOR | FOR | ✓ 96.8% |
| 5.2.3 | Re-elect Dr. Werner Karlen to the remuneration committee | FOR | FOR | ✓ 96.3% |
| 6 | Re-elect hba Rechtsanwälte AG as independent proxy | FOR | FOR | ✓ 99.9% |
| 7 | Elect Ernst & Young as auditors | FOR | FOR | ✓ 99.5% |
| 8.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.4% |
| 8.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.6% |
| 8.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | ✓ 90.6% The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|-------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 99.9% |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.5% |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.7% |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Peter Hackel | FOR | FOR | ✓ 99.8% |
| 4.2 | Re-elect Ms. Annika Paasikivi | FOR | FOR | ✓ 99.7% |
| 4.3 | Re-elect Mr. Stefan Räbsamen | FOR | FOR | ✓ 99.4% |
| 4.4 | Re-elect Dr. Eveline Saupper | FOR | FOR | ✓ 99.6% |
| 4.5 | Re-elect Ms. Ayano Senaha | FOR | FOR | ✓ 99.6% |
| 4.6 | Re-elect Mr. Yves Serra | FOR | FOR | ✓ 98.0% |
| 4.7 | Re-elect Ms. Michelle Wen | FOR | FOR | ✓ 99.5% |
| 5.1 | Re-elect Mr. Yves Serra as board chair | FOR | FOR | ✓ 97.9% |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.1 | Re-elect Ms. Annika Paasikivi to the remuneration committee | FOR | FOR | ✓ 99.0% |
| 5.2.2 | Re-elect Dr. Eveline Saupper to the remuneration committee | FOR | FOR | ✓ 98.0% |
| 5.2.3 | Re-elect Ms. Michelle Wen to the remuneration committee | FOR | FOR | ✓ 98.9% |
| 6 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.4% |
| 7 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 96.9% |
| 8 | Elect KPMG as auditors | FOR | FOR | ✓ 98.8% |
| 9 | Re-elect DGS Rechtsanwälte as independent proxy | FOR | FOR | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.5% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 94.9% |
| 3 | Binding retrospective vote on the remuneration of the board of directors | FOR | FOR | | ✓ 97.8% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.1% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Urs P. Gnos as member and chair of the board | FOR | ● OPPOSE | He has been a member of the board for 16 years, which exceeds Ethos' guidelines. | ✓ 96.3% |
| 6.1.2 | Re-elect Dr. Markus Heer (representative of the canton) | FOR | FOR | | ✓ 98.6% |
| 6.1.3 | Re-elect Mr. Rudolf Stäger | FOR | ● OPPOSE | <p>He has been a member of the board for 16 years, which exceeds Ethos' guidelines.</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> | ✓ 96.2% |
| 6.1.4 | Re-elect Dr. Dominic Rau | FOR | FOR | | ✓ 98.8% |
| 6.1.5 | Re-elect Dr. Konrad Heinrich Marti | FOR | FOR | | ✓ 99.0% |
| 6.2.1 | Elect Ms. Angela Petruzzi | FOR | FOR | | ✓ 98.7% |
| 6.2.2 | Elect Ms. Susanne De Zordi | FOR | FOR | | ✓ 98.3% |
| 7 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 97.4% |
| 8 | Re-elect Mr. Giuseppe Mongiovi as independent proxy | FOR | FOR | | ✓ 99.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|----------------------------------------------------------------------------------------------|------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Attendance announcement of the AGM | NON-VOTING | NON-VOTING | | |
| 2 | Approve minutes of the 2024 AGM | FOR | FOR | | ✓ 99.9% |
| 3 | Present financial statements and accounts 2024 | NON-VOTING | NON-VOTING | | |
| 4 | Present auditors report | NON-VOTING | NON-VOTING | | |
| 5.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 5.2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 5.3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Ms. Céline Amaudruz as member and chair of the board | FOR | ● OPPOSE | <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>The board has not established a nomination committee and has less than 30% women without adequate justification.</p> | ✓ 95.5% |
| 6.2 | Re-elect Mr. Emmanuel Séquin | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. | ✓ 95.4% |
| 6.3 | Re-elect Mr. Olivier Schucht | FOR | FOR | | ✓ 95.6% |
| 6.4 | Re-elect Mr. François Sunier | FOR | ● OPPOSE | He has been a member of the board for 19 years, which exceeds Ethos' guidelines. | ✓ 90.6% |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Ms. Céline Amaudruz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Ms. Amaudruz to the board of directors, Ethos cannot approve Ms. Amaudruz to the committee. | ✓ 95.3% |
| 7.2 | Re-elect Mr. Emmanuel Séquin to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Séquin to the board of directors, Ethos cannot approve Mr. Séquin to the committee. | ✓ 95.2% |
| 8.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 94.3% |
| 8.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.8% |
| 8.3.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.8% |
| 8.3.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.7% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------|-------|-------|---------|
| 9 | Re-elect Mr. Cyrille Bugnon as independent proxy | FOR | FOR | ✓ 99.9% |
| 10 | Elect Forvis Mazars as auditors | FOR | FOR | ✓ 86.2% |

| Item | Agenda | Board | Ethos | Result |
|-------|----------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | ✓ 99.3% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.3% |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Philippe Royer as board member and chair | FOR | FOR | ✓ 95.6% |
| 4.2.1 | Re-elect Dr. Stefan Breitenstein | FOR | FOR | ✓ 93.4% |
| 4.2.2 | Re-elect Mr. Niklaus H. Huber | FOR | FOR | ✓ 95.8% |
| 4.2.3 | Re-elect Mr. Andreas Evertz | FOR | FOR | ✓ 99.3% |
| 4.2.4 | Elect Dr. Libo Zhang | FOR | FOR | ✓ 98.7% |
| 4.3 | Elections to the nomination and remuneration committee | | | |
| 4.3.1 | Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee | FOR | FOR | ✓ 95.1% |
| 4.3.2 | Re-elect Mr. Philippe Royer to the nomination and remuneration committee | FOR | FOR | ✓ 95.2% |
| 4.3.3 | Elect Mr. Andreas Evertz to the nomination and remuneration committee | FOR | FOR | ✓ 98.9% |
| 4.4 | Re-elect Brunner Knobel Attorneys-at-law as independent proxy | FOR | FOR | ✓ 99.8% |
| 4.5 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 31 years, which exceeds Ethos' guidelines. ✓ 87.4% |
| 5 | Approve sustainability report | FOR | FOR | ✓ 96.7% |
| 6 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. ✓ 98.4% |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.7% |
| 8 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.2% |
| 9 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.2% |

| 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 | ✓ 97.3% |
| 1.3 | Approve sustainability report | FOR | FOR | ✓ 97.2% |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.5% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Thomas Schmuckli as board member and chair | FOR | FOR | ✓ 99.1% |
| 4.2.1 | Re-elect Dr. Hans Künzle | FOR | FOR | ✓ 98.5% |
| 4.2.2 | Re-elect Dr. René Cotting | FOR | FOR | ✓ 99.5% |
| 4.2.3 | Re-elect Mr. Beat Fellmann | FOR | FOR | ✓ 99.5% |
| 4.2.4 | Re-elect Dr. Ivo Furrer | FOR | FOR | ✓ 98.9% |
| 4.2.5 | Re-elect Mr. Luigi Lubelli | FOR | FOR | ✓ 99.4% |
| 4.2.6 | Re-elect Dr. Gabriela Maria Payer | FOR | FOR | ✓ 97.5% |
| 4.2.7 | Re-elect Ms. Regula Wallimann | FOR | FOR | ✓ 98.8% |
| 4.2.8 | Re-elect Dr. Yvonne Wicki Macus | FOR | FOR | ✓ 98.1% |
| 4.3 | Elections to the nomination and remuneration committee | | | |
| 4.3.1 | Re-elect Dr. Hans Künzle to the nomination and remuneration committee | FOR | FOR | ✓ 98.0% |
| 4.3.2 | Re-elect Dr. Gabriela Maria Payer to the nomination and remuneration committee | FOR | FOR | ✓ 96.6% |
| 4.3.3 | Elect Dr. Yvonne Wicki Macus to the nomination and remuneration committee | FOR | FOR | ✓ 97.3% |
| 4.3.4 | Re-elect Ms. Regula Wallimann to the nomination and remuneration committee | FOR | FOR | ✓ 98.2% |
| 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 fixed remuneration of the executive management | FOR | FOR | ✓ 97.5% |
| 5.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 96.7% |
| 6 | Elect Mr. Walter Wagner as independent proxy | FOR | FOR | ✓ 99.9% |
| 7 | Re-elect KPMG as auditors | FOR | ● OPPOSE | ✓ 91.8% The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. |

| Item | Agenda | Board | Ethos | | Result |
|-------|----------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------|---------|
| 1 | Amend articles of association: company's headquarters | FOR | FOR | | ✓ 97.8% |
| 2 | Approval of the merger | FOR | FOR | | ✓ 98.5% |
| 3 | Creation of a capital band | FOR | FOR | | ✓ 98.7% |
| 4 | Amend articles of association: company's name | FOR | FOR | | ✓ 98.4% |
| 5.1 | Increase conditional capital for the conversion of convertible bonds | FOR | FOR | | ✓ 98.1% |
| 5.2 | Amend articles of association: deletion of voting right restriction | FOR | FOR | | ✓ 98.8% |
| 5.3 | Amend articles of association: threshold for shareholder resolution | FOR | ● OPPOSE | The amendment has a negative impact on the rights of the shareholders. | ✓ 93.6% |
| 5.4 | Amend articles of association: board's size | FOR | FOR | | ✓ 97.1% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Elect Dr. Thomas von Planta as board member and chair | FOR | FOR | | ✓ 97.0% |
| 6.2.1 | Elect Dr. Guido Furer | FOR | FOR | | ✓ 99.8% |
| 6.2.2 | Elect Mr. Christoph Mäder | FOR | FOR | | ✓ 97.5% |
| 6.2.3 | Elect Dr. Markus R. Neuhaus | FOR | FOR | | ✓ 98.1% |
| 6.2.4 | Elect Mr. Vincent Vandendael | FOR | FOR | | ✓ 98.3% |
| 6.2.5 | Elect Prof. Dr. Marie-Noëlle Zen-Ruffinen | FOR | FOR | | ✓ 98.5% |
| 6.3 | Elections to the nomination and remuneration committee | | | | |
| 6.3.1 | Elect Mr. Christoph Mäder to the nomination and remuneration committee | FOR | FOR | | ✓ 97.2% |
| 6.3.2 | Elect Prof. Dr. Marie-Noëlle Zen-Ruffinen to the nomination and remuneration committee | FOR | FOR | | ✓ 98.2% |
| 7 | Adjustement of the total remuneration of the board of directors | FOR | FOR | | ✓ 97.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.3% |
| 2 | Approve allocation of income and dividend | | | | |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 100.0% |
| 2.2 | Approve dividend from retained earnings | FOR | FOR | | ✓ 100.0% |
| 2.3 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 100.0% |
| 3 | Approve sustainability report | FOR | FOR | | ✓ 98.7% |
| 4 | Discharge board members | FOR | FOR | | ✓ 99.0% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Dr. Felix Grisard | FOR | FOR | | ✓ 94.3% |
| 5.2 | Re-elect Ms. Salome Grisard Varnholt | FOR | FOR | | ✓ 94.7% |
| 5.3 | Re-elect Dr. Jvo Grundler | FOR | ● OPPOSE | He is also a permanent member of the executive management (General Counsel). | ✓ 84.1% |
| 5.4 | Re-elect Mr. Balz Halter | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (33.3%). | ✓ 91.6% |
| 5.5 | Re-elect Ms. Anja Meyer | FOR | FOR | | ✓ 98.6% |
| 5.6 | Re-elect Mr. Micha Blattmann | FOR | FOR | | ✓ 99.1% |
| 5.7 | Re-elect Dr. Felix Grisard as board chair | FOR | FOR | | ✓ 94.0% |
| 5.8 | Re-elect Mr. Balz Halter as board vice-chair | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (33.3%). | ✓ 91.7% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Ms. Salome Grisard Varnholt to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 76.5% |
| 6.2 | Re-elect Mr. Balz Halter to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Halter to the board of directors, Ethos cannot approve Mr. Halter to the committee. | ✓ 76.3% |
| 6.3 | Re-elect Ms. Anja Meyer to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 84.2% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 84.9% |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 84.9% |
| 7.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 75.5% |
| 8 | Elect Battegay Dürr AG as independent proxy | FOR | FOR | | ✓ 100.0% |
| 9 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 24 years, which exceeds Ethos' guidelines. | ✓ 90.7% |

Highlight Event and Entertainment

25.06.2025

AGM

| Item | Agenda | Board | Ethos | Result |
|-------|----------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | <p>Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.</p> <p>✓ 99.9%</p> |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>✓ 99.9%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>✓ 99.9%</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>✓ 99.9%</p> |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Bernhard Burgener | FOR | ● OPPOSE | <p>He is also a permanent member of the executive management (CEO).</p> <p>✓ 99.9%</p> <p>The board has not established a nomination committee and has less than 30% women without adequate justification.</p> |
| 5.1.b | Re-elect Mr. Peter von Büren | FOR | ● OPPOSE | <p>He has a major conflict of interest that is incompatible with his role as board member.</p> <p>✓ 99.9%</p> |
| 5.1.c | Re-elect Mr. Clive Ng | FOR | FOR | <p>✓ 99.9%</p> |
| 5.1.d | Re-elect Ms. Edda Kraft | FOR | FOR | <p>✓ 99.9%</p> |
| 5.1.e | Re-elect Mr. Stefan Wehrenberg | FOR | FOR | <p>✓ 99.9%</p> |
| 5.2 | Re-elect Mr. Bernhard Burgener as board chair | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Burgener to the board of directors, Ethos cannot approve Mr. Burgener as chair.</p> <p>✓ 99.9%</p> |
| 5.3 | Elections to the remuneration committee | | | |

Highlight Event and Entertainment

25.06.2025

AGM

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 5.3.a | Re-elect Ms. Edda Kraft to the remuneration committee | FOR | ● OPPOSE | <p>She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>She was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.</p> | ✓ 99.9% |
| 5.3.b | Re-elect Mr. Stefan Wehrenberg to the remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.</p> | ✓ 99.9% |
| 6 | Re-elect Forvis Mazars as auditors | FOR | FOR | | ✓ 100.0% |
| 7 | Re-elect Ms. Silvia Margraf as independent proxy | FOR | FOR | | ✓ 100.0% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.9% |
| 8.2 | 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> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ 99.9% |

| 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 remuneration structure is not in line with Ethos' guidelines. | ✓ 92.4% |
| 1.3 | Approve sustainability report | FOR | FOR | | ✓ 96.8% |
| 1.4 | Advisory vote on the climate report | FOR | FOR | | ✓ 89.8% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.7% |
| 3 | Approve allocation of income and dividend | | | | |
| 3.1 | Special distribution by way of a dividend in kind to effect the spin-off of Amrize | FOR | FOR | | ✓ 99.7% |
| 3.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 99.9% |
| 4 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.8% |
| 5.1-5.2 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Kim Fausing as board member and chair | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 94.8% |
| 5.1.2 | Re-elect Dr. Philippe Block | FOR | FOR | | ✓ 99.0% |
| 5.1.3 | Re-elect Ms. Leanne Geale | FOR | FOR | | ✓ 99.7% |
| 5.1.4 | Re-elect Ms. Catrin Hinkel | FOR | FOR | | ✓ 99.7% |
| 5.1.5 | Re-elect Ms. Naina Lal Kidwai | FOR | FOR | | ✓ 97.7% |
| 5.1.6 | Re-elect Dr. Ilias Läber | FOR | FOR | | ✓ 99.4% |
| 5.1.7 | Re-elect Mr. Michael H. McGarry | FOR | FOR | | ✓ 98.6% |
| 5.1.8 | Re-elect Ms. Claudia Sender Ramirez | FOR | FOR | | ✓ 99.2% |
| 5.2.1 | Elect Mr. Adolfo Orive | FOR | FOR | | ✓ 99.7% |
| 5.2.2 | Elect Dr. Sven Schneider | FOR | FOR | | ✓ 96.5% |
| 5.3-5.4 | Elections to the nomination and remuneration committee | | | | |
| 5.3.1 | Re-elect Dr. Ilias Läber to the nomination and remuneration committee | FOR | FOR | | ✓ 98.7% |
| 5.3.2 | Re-elect Mr. Michael H. McGarry to the nomination and remuneration committee | FOR | FOR | | ✓ 97.8% |
| 5.3.3 | Re-elect Ms. Claudia Sender Ramirez to the nomination and remuneration committee | FOR | FOR | | ✓ 98.3% |
| 5.4.1 | Elect Ms. Leanne Geale to the nomination and remuneration committee | FOR | FOR | | ✓ 99.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.5.1 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The breakdown of the services provided by the audit firm is insufficient to allow an informed assessment of the auditor's independence. | ✓ 95.7% |
| 5.5.2 | Re-elect Dr. Sabine Burkhalter Kaimakliotis as independent proxy | FOR | FOR | | ✓ 99.0% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.4% |
| 6.2 | 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 potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 92.7% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.0% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 98.5% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | The external auditors' report reveals serious deficiencies of the internal control system. The company is in a situation of over indebtedness and no financing plan is presented to the shareholders. | ✓ 92.9% |
| 4 | Re-elect Dr. Urban Bieri as independent proxy | FOR | FOR | | ✓ 99.4% |
| 5 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 98.2% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Shareholder's proposal: elect Mr. Andreas Leutenegger as board member and chair | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 99.7% |
| 6.1.2 | Shareholder's proposal: re-elect Mr. Andreas R. Herzog | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 95.4% |
| 6.1.3 | Shareholder's proposal: elect Dr. Christopher Detweiler | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 95.6% |
| 6.1.4 | Shareholder's proposal: elect Mr. Gregor Greber | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 97.7% |
| 6.2 | Elections to the nomination and remuneration committee | | | | |
| 6.2.1 | Shareholder's proposal: elect Dr. Christopher Detweiler to the nomination and remuneration committee | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 95.5% |
| 6.2.2 | Shareholder's proposal: elect Mr. Gregor Greber to the nomination and remuneration committee | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 97.5% |
| 6.3 | Shareholder's proposal: cancellation of the decision to approve the delisting of the shares | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 88.0% |
| 6.4 | Shareholder's proposal: capital increase | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 89.0% |
| 6.5 | Shareholder's proposal: amend articles of association (number of mandates) | FOR | ● OPPOSE | The proposed maximum number of mandates is considered excessive. | ✓ 96.1% |
| 6.6 | Shareholder's proposal: amend articles of association (restriction of voting rights) | FOR | FOR | The resolution aims at improving the company's corporate governance. | ✓ 99.1% |
| 6.7 | Shareholder's proposal: creation of a capital band | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 88.3% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.8 | Shareholder's proposal: amend articles of association (company's name) | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 97.4% |
| 7.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 86.3% |
| 7.2 | Shareholder's proposal: remuneration of the board of directors | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 95.1% |
| 7.3 | Shareholder's proposal: remuneration of the executive management | FOR | ● OPPOSE | The resolution is not in line with the long-term interests of the majority of the company's stakeholders. | ✓ 95.7% |

| 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 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The company does not publish quantitative indicators for all material topics.</p> | ✓ 94.3% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Urs Kaufmann as board member and chair | FOR | FOR | | ✓ 95.7% |
| 5.2 | Re-elect Dr. Beat Kälin | FOR | ● OPPOSE | He has been a member of the board for 16 years, which exceeds Ethos' guidelines. | ✓ 89.0% |
| 5.3 | Re-elect Ms. Marina Bill | FOR | FOR | | ✓ 95.9% |
| 5.4 | Re-elect Prof. Dr. Monika Bütler | FOR | FOR | | ✓ 89.6% |
| 5.5 | Re-elect Ms. Kerstin Günther | FOR | FOR | | ✓ 99.4% |
| 5.6 | Re-elect Mr. Rolf Seiffert | FOR | FOR | | ✓ 98.7% |
| 5.7 | Re-elect Dr. Franz Studer | FOR | FOR | | ✓ 92.6% |
| 5.8 | Re-elect Mr. Jörg Walther | FOR | FOR | | ✓ 99.5% |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Prof. Dr. Monika Bütler to the nomination and remuneration committee | FOR | FOR | | ✓ 82.4% |
| 6.2 | Re-elect Ms. Marina Bill to the nomination and remuneration committee | FOR | FOR | | ✓ 92.6% |
| 6.3 | Re-elect Dr. Beat Kälin to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. sc. techn. Kälin to the board of directors, Ethos cannot approve Dr. sc. techn. Kälin to the committee. | ✓ 83.2% |
| 7 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 68.8% |
| 8.1 | Binding prospective vote on the cash remuneration of the board of directors | FOR | FOR | | ✓ 97.7% |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.3% |
| 8.3 | Binding retrospective vote on the share-based remuneration of the board of directors | FOR | FOR | | ✓ 98.7% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------------------------------------|-------|-------|---------|
| 8.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 96.5% |
| 9 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 99.4% |
| 10 | Re-elect Bratschi AG as independent proxy | FOR | FOR | ✓ 99.9% |

| 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 | ● OPPOSE | The remuneration report is not in line with Ethos' guidelines. | ✓ 90.3% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | The report and relevant indicators are not verified by an independent third party. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. The climate strategy is not aligned with the goals of the Paris Agreement. | ✓ 95.1% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.6% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.7% |
| 4.1 | Increase conditional capital for the conversion of convertible bonds | FOR | FOR | | ✓ 98.5% |
| 4.2 | Amend capital band | FOR | ● OPPOSE | The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital. The authorisation allows a capital increase exceeding 20% of the issued capital. The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification. | ✓ 89.5% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Jean-Paul Clozel | FOR | FOR | | ✓ 99.4% |
| 5.1.2 | Re-elect Mr. Filius Bart | FOR | FOR | | ✓ 99.2% |
| 5.1.3 | Re-elect Dr. Srishti Gupta | FOR | FOR | | ✓ 92.5% |
| 5.1.4 | Re-elect Mr. Sandy Mahatme | FOR | FOR | | ✓ 99.3% |
| 5.1.5 | Re-elect Dr. Mathieu Simon | FOR | FOR | | ✓ 99.2% |
| 5.2 | Re-elect Dr. Jean-Paul Clozel as board chair | FOR | FOR | | ✓ 99.2% |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.1 | Elect Mr. Filius Bart to the nomination and remuneration committee | FOR | FOR | | ✓ 98.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.3.2 | Re-elect Dr. Srishti Gupta to the nomination and remuneration committee | FOR | FOR | | ✓ 83.2% |
| 5.3.3 | Re-elect Dr. Mathieu Simon to the nomination and remuneration committee | FOR | FOR | | ✓ 98.9% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 96.3% |
| 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. The remuneration structure is not in line with Ethos' guidelines. | ✓ 95.5% |
| 7 | Re-elect BachmannPartner Sachwalter und Treuhand as independent proxy | FOR | FOR | | ✓ 99.2% |
| 8 | Re-elect Deloitte as auditors | FOR | FOR | | ✓ 99.7% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 92.5%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> |
| 3 | Discharge board members | FOR | FOR | ✓ 99.2% |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Beat E. Lüthi | FOR | FOR | ✓ 84.5% |
| 5.2 | Re-elect Ms. Vanessa Frey | FOR | FOR | ✓ 78.6% |
| 5.3 | Re-elect Mr. Beat M. Siegrist | FOR | ● OPPOSE | <p>✓ 68.1%</p> <p>He is not independent (board tenure of 15 years, he holds shares with a market value of approx. CHF 15 million) and the board independence is insufficient (20.0%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> |
| 5.4 | Re-elect Dr. Reto Suter | FOR | FOR | ✓ 98.2% |
| 5.5 | Re-elect Mr. Lukas Winkler | FOR | ● OPPOSE | <p>✓ 76.8%</p> <p>He is not independent (former executive) and the board independence is insufficient (20.0%).</p> |
| 6 | Elections to the nomination and remuneration committee | | | |
| 6.1 | Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee | FOR | ● OPPOSE | <p>✓ 64.4%</p> <p>As Ethos did not support the election of Mr. Siegrist to the board of directors, Ethos cannot approve Mr. Siegrist to the committee.</p> |
| 6.2 | Re-elect Dr. Reto Suter to the nomination and remuneration committee | FOR | FOR | ✓ 95.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------|----------|
| 6.3 | Re-elect Mr. Lukas Winkler to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Winkler to the board of directors, Ethos cannot approve Mr. Winkler to the committee. | ✓ 73.9% |
| 7 | Re-elect Baur Hürlimann AG as independent proxy | FOR | FOR | | ✓ 100.0% |
| 8 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 98.9% |
| 9 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines. | ✓ 92.8% |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.1% |
| 11 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.2% |
| 12 | Approve share split | FOR | FOR | | ✓ 99.7% |

| Item | Agenda | Board | Ethos | | Result |
|-----------------------------------------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 88.8% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6% |
| 4.1 | Amend articles of association: restriction on transferability | FOR | FOR | | ✓ 100.0% |
| 4.2 | Amend articles of association: company purpose | FOR | FOR | | ✓ 100.0% |
| 4.3 | Amend articles of association: further amendments | FOR | ● OPPOSE | Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. | ✓ 92.4% |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 58.0% |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration of the chair is significantly higher than that of a peer group.</p> | ✓ 91.5% |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 90.6% |
| Elections to the board of directors | | | | | |
| 6.1 | Re-elect Mr. Paul Zumbühl as board member and chair | FOR | FOR | | ✓ 77.3% |
| 6.2 | Re-elect Mr. Stefano Mercorio | FOR | FOR | | ✓ 68.1% |
| 6.3 | Re-elect Mr. Ingo Specht | FOR | ● OPPOSE | He has permanent operational functions. | ✓ 71.8% |
| 6.4 | Re-elect Dr. Elena Cortona | FOR | FOR | | ✓ 99.8% |
| 6.5 | Re-elect Ms. Susanne Schreiber | FOR | FOR | | ✓ 97.6% |
| Elections to the remuneration committee | | | | | |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------|-------|-------|----------|
| 7.1 | Elect Ms. Susanne Schreiber to the remuneration committee | FOR | FOR | ✓ 98.1% |
| 7.2 | Re-elect Mr. Stefano Mercorio to the remuneration committee | FOR | FOR | ✓ 60.8% |
| 8 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 95.7% |
| 9 | Re-elect MAG Legis as 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 | FOR | | ✓ 90.9% |
| 1.3 | Approve sustainability report | FOR | FOR | | ✓ 94.6% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | ✓ 96.8% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Ernst Schaufelberger as board member and chair | FOR | FOR | | ✓ 91.6% |
| 4.1.2 | Re-elect Dr. Christoph Nater | FOR | FOR | | ✓ 99.4% |
| 4.2 | Elect Ms. Gabriela Theus | FOR | FOR | | ✓ 98.4% |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Ernst Schaufelberger to the remuneration committee | FOR | FOR | | ✓ 92.1% |
| 4.3.2 | Re-elect Dr. Christoph Nater to the remuneration committee | FOR | FOR | | ✓ 99.0% |
| 4.4 | Elect Ms. Gabriela Theus to the remuneration committee | FOR | FOR | | ✓ 98.9% |
| 4.5 | Re-elect BFMS Rechtsanwälte as independent proxy | FOR | FOR | | ✓ 100.0% |
| 4.6 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 33 years, which exceeds Ethos' guidelines. | ✓ 95.9% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.9% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.5% |

| 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 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 96.9% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Albert M. Baehny | FOR | FOR | | ✓ 99.9% |
| 5.1.2 | Re-elect Ms. Corine Blesi | FOR | FOR | | ✓ 99.9% |
| 5.1.3 | Re-elect Mr. Stéphane Bonvin | FOR | ● OPPOSE | He has permanent operational functions (CEO). | ✓ 97.5% |
| 5.1.4 | Re-elect Mr. Christian Gellerstad | FOR | FOR | | ✓ 99.9% |
| 5.1.5 | Re-elect Dr. Thomas Vettiger | FOR | ● OPPOSE | The board has not established a nomination committee and has less than 20% women without adequate justification. | ✓ 97.3% |
| 5.2 | Re-elect Dr. Thomas Vettiger as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Vettiger to the board of directors, Ethos cannot approve Dr. Vettiger as chair. | ✓ 97.3% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Albert M. Baehny to the remuneration committee | FOR | FOR | | ✓ 99.7% |
| 5.3.2 | Re-elect Ms. Corine Blesi to the remuneration committee | FOR | FOR | | ✓ 99.7% |
| 5.4 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 100.0% |
| 5.5 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 100.0% |
| 6.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 91.8% |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration. | ✓ 97.3% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-------|---------|
| 6.3 | 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 | | ✓ 99.8% |
| 2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 97.9% |
| 3 | Approve allocation of income and dividend | | | | |
| 3.1 | Approve dividend from retained earnings | FOR | FOR | | ✓ 96.0% |
| 3.2 | Shareholder proposal: dividend of CHF 5.00 from retained earnings | OPPOSE | ● FOR | The resolution is in line with the long-term interests of the majority of the company's stakeholders. | ✗ 4.9% |
| 3.3 | Subsidiary question related to ITEMS 3.1 and 3.2 | WITH-DRAWN | ● OPPOSE | As ITEM 3.2 was rejected by shareholders, ITEM 3.3 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reasons: In case ITEM 3.1 and ITEM 3.2 are both approved, Ethos recommends to chose a dividend of CHF 5.00 as proposed by the shareholders group and therefore to OPPOSE this ITEM which would support a lower dividend as proposed by the board. | – |
| 3.4 | Approve special dividend | FOR | FOR | | ✓ 96.7% |
| 3.5 | Shareholder proposal: special dividend of CHF 10.00 | OPPOSE | ● FOR | The resolution is in line with the long-term interests of the majority of the company's stakeholders. | ✗ 4.4% |
| 3.6 | Subsidiary question related to ITEMS 3.4 and 3.5 | WITH-DRAWN | ● OPPOSE | As ITEM 3.5 was rejected by shareholders, ITEM 3.6 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reasons: In case ITEM 3.4 and ITEM 3.5 are both approved, Ethos recommends to chose a special dividend of CHF 10.00 as proposed by the shareholders group and therefore to OPPOSE this ITEM which would support a lower special dividend as proposed by the board. | – |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.7% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Ms. Cornelia Ritz Bossicard | FOR | FOR | | ✓ 97.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.1.b | Re-elect Mr. Oliver Neubrand | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 97.9% |
| 5.1.c | Re-elect Mr. Stefan Grote | FOR | FOR | | ✓ 98.3% |
| 5.1.d | Re-elect Dr. Aldo C. Schellenberg | FOR | FOR | | ✓ 98.2% |
| 5.1.e | Re-elect Mr. Martin Walther | FOR | FOR | | ✓ 99.7% |
| 5.2 | Re-elect Ms. Cornelia Ritz Bossicard as board chair | FOR | FOR | | ✓ 97.7% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.a | Re-elect Ms. Cornelia Ritz Bossicard to the nomination and remuneration committee | FOR | FOR | | ✓ 97.5% |
| 5.3.b | Re-elect Mr. Oliver Neubrand to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Neubrand to the board of directors, Ethos cannot approve Mr. Neubrand to the committee. | ✓ 97.4% |
| 5.3.c | Re-elect Dr. Aldo C. Schellenberg to the nomination and remuneration committee | FOR | FOR | | ✓ 97.8% |
| 5.4 | Re-elect Dr. Jürg Martin as independent proxy | FOR | FOR | | ✓ 99.1% |
| 5.5 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 98.8% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive and not justified. | ✓ 98.0% |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.8% |
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.3% |

| 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 remuneration structure is not in line with Ethos' guidelines. | ✓ 87.1% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | The report is not prepared in accordance with a recognised standard. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. The company does not take adequate measures to reduce its CO2e emissions. | ✓ 94.2% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | There is a strong deterioration of the company's financial situation due to large impairments. | ✓ 93.6% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chair is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive and not justified. | ✓ 92.4% |
| 4.2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 96.1% |
| 4.2.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 90.3% |
| 4.2.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.2% |
| 5 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Richard M. Campbell-Breeden | FOR | FOR | | ✓ 95.6% |
| 5.1.2 | Re-elect Mr. Bruce Fletcher | FOR | FOR | | ✓ 99.0% |
| 5.1.3 | Re-elect Mr. Jürg Hunziker | FOR | FOR | | ✓ 99.7% |
| 5.1.4 | Re-elect Ms. Kathryn Shih | FOR | FOR | | ✓ 98.8% |
| 5.1.5 | Re-elect Mr. Tomás Varela Muiña | FOR | FOR | | ✓ 99.6% |

| Item | Agenda | Board | Ethos | Result |
|-------|---------------------------------------------------------------------------------------|-------|-------|----------|
| 5.1.6 | Re-elect Ms. Eunice Zehnder-Lai | FOR | FOR | ✓ 98.9% |
| 5.1.7 | Re-elect Ms. Olga Zoutendijk | FOR | FOR | ✓ 99.5% |
| 5.2.1 | Elect Mr. Noel Quinn | FOR | FOR | ✓ 99.6% |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Richard M. Campbell-Breeden to the nomination and remuneration committee | FOR | FOR | ✓ 92.6% |
| 5.3.2 | Re-elect Mr. Bruce Fletcher to the nomination and remuneration committee | FOR | FOR | ✓ 97.4% |
| 5.3.3 | Re-elect Ms. Kathryn Shih to the nomination and remuneration committee | FOR | FOR | ✓ 97.2% |
| 5.3.4 | Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee | FOR | FOR | ✓ 97.2% |
| 6 | Re-elect KPMG as auditors | FOR | FOR | ✓ 94.0% |
| 7 | Re-elect Dr. Marc Nater as independent proxy | FOR | FOR | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result |
|-------|-------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3% |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 76.2% The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. |
| 3 | Approve sustainability report | FOR | ● OPPOSE | ✓ 89.3% The report and relevant indicators are not verified by an independent third party. The company has not set ambitious and quantitative targets for all material topics. The climate strategy is not aligned with the goals of the Paris Agreement. The company does not take adequate measures to reduce its CO2e emissions. |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 97.9% |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ 98.9% |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Heinz Karrer as member and chair of the board | FOR | FOR | ✓ 92.9% |
| 6.2.1 | Re-elect Mr. Daniel Binder | FOR | FOR | ✓ 82.3% |
| 6.2.2 | Re-elect Dr. Catrina Luchsinger Gähwiler | FOR | FOR | ✓ 94.3% |
| 6.2.3 | Re-elect Ms. Catherine Mühlemann | FOR | FOR | ✓ 93.1% |
| 6.2.4 | Re-elect Mr. Hanspeter Rüfenacht | FOR | FOR | ✓ 81.8% |
| 6.2.5 | Re-elect Mr. Thomas Ruoff | FOR | FOR | ✓ 93.8% |
| 7 | Elections to the nomination and remuneration committee | | | |
| 7.1 | Re-elect Ms. Catherine Mühlemann to the nomination and remuneration committee | FOR | FOR | ✓ 89.2% |
| 7.2 | Re-elect Mr. Hanspeter Rüfenacht to the nomination and remuneration committee | FOR | FOR | ✓ 75.3% |
| 7.3 | Re-elect Mr. Thomas Ruoff to the nomination and remuneration committee | FOR | FOR | ✓ 77.5% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.6% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-------|---------|
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.1% |
| 9.1 | Elect Mr. Niklaus Glatthard as independent proxy | FOR | FOR | ✓ 99.4% |
| 9.2 | Elect the substitute of the independent proxy | FOR | FOR | ✓ 99.3% |
| 10 | Re-elect BDO as auditors | FOR | FOR | ✓ 99.5% |

| 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 | | ✓ 93.5% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 89.5% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.7% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Philipp Buhofer | FOR | FOR | | ✓ 98.6% |
| 4.1.2 | Re-elect Mr. Eugen Elmiger | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 90.7% |
| 4.1.3 | Re-elect Dr. Andreas Häberli | FOR | FOR | | ✓ 99.1% |
| 4.1.4 | Re-elect Ms. Jennifer Maag | FOR | FOR | | ✓ 99.8% |
| 4.1.5 | Re-elect Ms. Maria Teresa Vacalli | FOR | FOR | | ✓ 99.6% |
| 4.1.6 | Re-elect Dr. Felix A. Thöni | FOR | FOR | | ✓ 98.2% |
| 4.2 | Re-elect Dr. Felix A. Thöni as board chair | FOR | FOR | | ✓ 97.7% |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Philipp Buhofer to the remuneration committee | FOR | FOR | | ✓ 94.2% |
| 4.3.2 | Re-elect Mr. Eugen Elmiger to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Elmiger to the board of directors, Ethos cannot approve Mr. Elmiger to the committee. | ✓ 88.4% |
| 4.3.3 | Re-elect Ms. Maria Teresa Vacalli to the remuneration committee | FOR | FOR | | ✓ 98.1% |
| 4.4 | Re-elect Wenger & Vieli AG as independent proxy | FOR | FOR | | ✓ 99.7% |
| 4.5 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 88.9% |
| 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 | FOR | | ✓ 98.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.3% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 82.8% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.2% |
| 4 | Approve allocation of income | FOR | FOR | | ✓ 94.9% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Beat Kälin | FOR | FOR | | ✓ 93.8% |
| 5.1.2 | Re-elect Mr. David Dean | FOR | FOR | | ✓ 98.8% |
| 5.1.3 | Re-elect Dr. Andreas Häberli | FOR | FOR | | ✓ 99.4% |
| 5.1.4 | Re-elect Ms. Annette Heimlicher | FOR | FOR | | ✓ 91.4% |
| 5.1.5 | Re-elect Dr. Mariel Hoch | FOR | FOR | | ✓ 99.2% |
| 5.1.6 | Re-elect Dr. Jürg Werner | FOR | FOR | | ✓ 97.5% |
| 5.2 | Elect Dr. Andreas Häberli as board chair | FOR | FOR | | ✓ 99.1% |
| 5.3 | Elect Mr. Daniel Lippuner as board member | FOR | FOR | | ✓ 98.6% |
| 5.4 | Elections to the remuneration committee | | | | |
| 5.4.1 | Re-elect Dr. Andreas Häberli to the remuneration committee | FOR | FOR | | ✓ 92.3% |
| 5.4.2 | Re-elect Dr. Beat Kälin to the remuneration committee | FOR | FOR | | ✓ 87.8% |
| 5.4.3 | Elect Ms. Annette Heimlicher to the remuneration committee | FOR | FOR | | ✓ 90.7% |
| 5.5 | Re-elect Tschümperlin Lötscher as independent proxy | FOR | FOR | | ✓ 99.6% |
| 5.6 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 31 years, which exceeds Ethos' guidelines. | ✓ 88.5% |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 83.2% |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.5% |
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 95.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 7 | Amend articles of association regarding remuneration | FOR | ● OPPOSE | <p>The structure and conditions of the variable remuneration plans do not respect Ethos' guidelines.</p> <p>The amount available for new members of the executive management is excessive.</p> | <p>✓ 91.1%</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 99.0% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 98.7% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 97.8% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chair is significantly higher than that of a peer group. | ✓ 99.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards 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.</p> | ✓ 98.7% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Laurent Dassault | FOR | ● OPPOSE | <p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 30 years) and the board independence is insufficient (25.0%).</p> | ✓ 98.7% |
| 5.2 | Re-elect Dr. Patrick Foetisch | FOR | ● OPPOSE | <p>He has been a member of the board for 33 years, which exceeds Ethos' guidelines.</p> <p>He is 92 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 33 years, consultancy fees) and the board independence is insufficient (25.0%).</p> <p>He chairs the nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 99.0% |
| 5.3 | Re-elect Prof. Dr. Michael Hengartner | FOR | FOR | | ✓ 100.0% |
| 5.4 | Re-elect Mr. André Kudelski | FOR | ● OPPOSE | <p>He is also a permanent member of the executive management (CEO).</p> | ✓ 99.5% |
| 5.5 | Re-elect Dr. Marguerite Kudelski | FOR | FOR | | ✓ 99.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 5.6 | Re-elect Mr. Pierre Lescure | FOR | ● OPPOSE | <p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (25.0%).</p> | ✓ 98.7% |
| 5.7 | Re-elect Mr. Alec Ross | FOR | FOR | | ✓ 100.0% |
| 5.8 | Re-elect Mr. Claude Smadja | FOR | ● OPPOSE | <p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 26 years) and the board independence is insufficient (25.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 98.7% |
| 6 | Re-elect Mr. André Kudelski as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Kudelski to the board of directors, Ethos cannot approve Mr. Kudelski as chair. | ✓ 99.5% |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Dr. Patrick Foetisch to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Foetisch to the board of directors, Ethos cannot approve Dr. iur. Foetisch to the committee. | ✓ 98.7% |
| 7.2 | Re-elect Mr. Pierre Lescure to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Lescure to the board of directors, Ethos cannot approve Mr. Lescure to the committee. | ✓ 98.7% |
| 7.3 | Re-elect Mr. Alec Ross to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 99.0% |
| 7.4 | Re-elect Mr. Claude Smadja to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Smadja to the board of directors, Ethos cannot approve Mr. Smadja to the committee. | ✓ 98.7% |
| 8 | Elect Ofisa Berney Associés SA as independent proxy | FOR | FOR | | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result | |
|------|---------------------------------------------|------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | <p>The audit firm has been in office for 40 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> | <p>✓ 96.7%</p> |
| 10 | Miscellaneous | NON-VOTING | NON-VOTING | | |

| 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 | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.8% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Ms. Anne-Catherine Berner | FOR | ● OPPOSE | She holds an excessive number of mandates. | ✓ 98.1% |
| 4.1.b | Re-elect Mr. Dominik Bürgy | FOR | FOR | | ✓ 99.8% |
| 4.1.c | Re-elect Mr. Dominik de Daniel | FOR | FOR | | ✓ 99.3% |
| 4.1.d | Re-elect Mr. Karl Gernandt | FOR | ● OPPOSE | <p>He has been a member of the board for 17 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (44.4%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> | ✓ 88.9% |
| 4.1.e | Re-elect Mr. Klaus-Michael Kühne | FOR | ● OPPOSE | <p>He has been a member of the board for 50 years, which exceeds Ethos' guidelines.</p> <p>He is 88 years old, which exceeds Ethos' guidelines.</p> | ✓ 96.9% |
| 4.1.f | Re-elect Mr. Tobias B. Staehelin | FOR | FOR | | ✓ 98.2% |
| 4.1.g | Re-elect Ms. Hauke Stars | FOR | ● OPPOSE | She holds an excessive number of mandates. | ✓ 93.1% |
| 4.1.h | Re-elect Dr. Martin Wittig | FOR | FOR | | ✓ 98.4% |
| 4.1.i | Re-elect Dr. Jörg Wolle | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He is board chair and the board has less than 30% women without adequate justification.</p> | ✓ 93.5% |
| 4.2 | Re-elect Dr. Jörg Wolle as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Wolle to the board of directors, Ethos cannot approve Dr. sc. tech. Wolle as chair. | ✓ 93.2% |
| 4.3 | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | Result | |
|-------|------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 4.3.a | Re-elect Mr. Karl Gernandt to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Gernandt to the board of directors, Ethos cannot approve Mr. Gernandt to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 82.8% |
| 4.3.b | Elect Mr. Tobias B. Staehelin to the remuneration committee | FOR | FOR | | ✓ 98.2% |
| 4.3.c | Re-elect Ms. Hauke Stars to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Ms. Stars to the board of directors, Ethos cannot approve Ms. Stars to the committee.</p> <p>She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 92.0% |
| 4.4 | Re-elect Mr. Stefan Mangold as independent proxy | FOR | FOR | | ✓ 100.0% |
| 4.5 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |
| 5 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company abandons previous commitments to its sustainability strategy without adequate justification.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 98.2% |
| 6 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 82.2% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration is significantly higher than that of a peer group.</p> | ✓ 97.5% |

| Item | Agenda | Board | Ethos | Result | |
|------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------|----------------|
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 80.5%</p> |

| 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 pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ |
| 5 | Elections to the board of directors | | | | |
| 5.a | Re-elect Prof. Dr. Clemens van Blitterswijk as board member and chair | FOR | FOR | | ✓ |
| 5.b | Re-elect Mr. Albert Arp | FOR | FOR | | ✓ |
| 5.c | Re-elect Mr. Chris Fair | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 5.d | Re-elect Prof. Dr. Joost de Bruijn | FOR | ● OPPOSE | He is also a permanent member of the executive management (President of Innovation & Strategy). | ✓ |
| 5.e | Re-elect Mr. Oliver Walker | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ |
| 5.f | Elect Ms. Kimberley Elting | FOR | FOR | | ✓ |
| 6 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ |
| 7.a | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ |
| 7.b | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 7.c | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | Past awards do not allow confirmation of the link between pay and performance. | ✓ |
| 7.d | Binding prospective vote on the shares and options 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 structure and conditions of the plans do not respect Ethos' guidelines. | ✓ |
| 8 | Elections to the nomination and remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------|--------|
| 8.a | Re-elect Mr. Albert Arp to the nomination and remuneration committee | FOR | FOR | | ✓ |
| 8.b | Re-elect Prof. Dr. Clemens van Blitterswijk to the nomination and remuneration committee | FOR | FOR | | ✓ |
| 8.c | Re-elect Mr. Oliver Walker to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Walker to the board of directors, Ethos cannot approve Mr. Walker to the committee. | ✓ |
| 9 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ |
| 10.a | Increase 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. | ✓ |
| 10.b | Approve U.S. Stock Option and Equity Incentive Plan for employees | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 99.8% |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 91.1% |
| 2.1 | Approve allocation of balance sheet result | FOR | FOR | ✓ 99.8% |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.3% |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 94.1% |
| 5 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Ms. Audrey Zibelman | FOR | FOR | ✓ 99.6% |
| 5.1.2 | Re-elect Mr. Eric A. Elzvik | FOR | FOR | ✓ 91.4% |
| 5.1.3 | Re-elect Mr. Fabian Rauch | FOR | FOR | ✓ 99.1% |
| 5.1.4 | Re-elect Mr. Andreas Spreiter | FOR | FOR | ✓ 99.7% |
| 5.1.5 | Re-elect Ms. Christina Stercken | FOR | FOR | ✓ 99.6% |
| 5.1.6 | Re-elect Ms. Laureen Tolson | FOR | FOR | ✓ 99.7% |
| 5.2.1 | Elect Mr. Brett C. Carter | FOR | FOR | ✓ 99.6% |
| 5.2.2 | Elect Mr. Steve Loudon | FOR | FOR | ✓ 98.2% |
| 5.3 | Elect Ms. Audrey Zibelman as board chair | FOR | FOR | ✓ 99.6% |
| 5.4 | Elections to the remuneration committee | | | |
| 5.4.1 | Re-elect Ms. Laureen Tolson to the remuneration committee | FOR | FOR | ✓ 97.4% |
| 5.4.2 | Re-elect Mr. Eric A. Elzvik to the remuneration committee | FOR | FOR | ✓ 90.5% |
| 5.4.3 | Elect Mr. Fabian Rauch to the remuneration committee | FOR | FOR | ✓ 98.2% |
| 5.5 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 99.6% |
| 5.6 | Re-elect ADROIT Attorneys as independent proxy | FOR | FOR | ✓ 99.9% |
| 6 | Renewal of the capital band | FOR | ● OPPOSE | ✓ 94.4% The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification. |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------------|------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Opening of the meeting | NON-VOTING | NON-VOTING | | |
| 2 | Report of the board of directors of the past financial year | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual report, financial statements and allocation of income | FOR | FOR | | ✓ 100.0% |
| 4 | Approve dividend | FOR | FOR | | ✓ 100.0% |
| 5 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 100.0% |
| 6 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0% |
| 7 | Approve share buyback programme | FOR | ● OPPOSE | <p>The company can proceed to selective share repurchases.</p> <p>The main features of a participation plan financed by the share repurchase are not in line with Ethos' guidelines for these plans.</p> | ✓ 100.0% |
| 8 | Elections to the board of directors | | | | |
| 8.1 | Re-elect Mr. Alessandro Petazzi | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 100.0% |
| 8.2 | Re-elect Mr. Yann Rousset as board member and chair | FOR | FOR | | ✓ 97.5% |
| 8.3 | Re-elect Mr. Cyril Ranque | FOR | FOR | | ✓ 99.5% |
| 8.4 | Elect Mr. Gaspar Santonja | FOR | FOR | | ✓ 99.3% |
| 8.5 | Re-elect Ms. Giulia Sattin | FOR | FOR | | ✓ 98.8% |
| 9 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 100.0% |
| 10 | Binding prospective vote on the short-term variable remuneration of the CEO | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.0% |
| 11 | Binding prospective vote on the other fixed remuneration of the executive management | FOR | FOR | | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 96.4%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> |
| 13 | Re-elect KPMG as auditors | FOR | FOR | ✓ 100.0% |
| 14 | Discussion of dividend policy | NON-VOTING | NON-VOTING | |
| 15 | Discussion of compliance with the Dutch Corporate Governance Code | NON-VOTING | NON-VOTING | |
| 16 | Any other business | NON-VOTING | NON-VOTING | |
| 17 | Closing of the meeting | NON-VOTING | NON-VOTING | |

| 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 transparency of the remuneration report is insufficient. | ✓ 75.8% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 93.6% |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 99.8% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.1% |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.4% |
| 5.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 81.4% |
| 5.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.1% |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.2% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. Ilan Cohen | FOR | ● OPPOSE | He is not independent (board tenure of 15 years) and the board independence is insufficient (33.3%). | ✓ 94.0% |
| 6.2 | Re-elect Mr. François Gabella | FOR | FOR | | ✓ 98.3% |
| 6.3 | Re-elect Mr. Andreas Hürlimann as board member and chair | FOR | ● OPPOSE | He is not independent (board tenure of 14 years) and the board independence is insufficient (33.3%). | ✓ 92.2% |
| 6.4 | Re-elect Mr. Ulrich Looser | FOR | ● OPPOSE | <p>He chairs the nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 83.9% |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.5 | Re-elect Dr. Werner C. Weber | FOR | FOR | | ✓ 97.6% |
| 6.6 | Re-elect Dr. Libo Zhang | FOR | FOR | | ✓ 99.4% |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hürlimann to the board of directors, Ethos cannot approve Mr. Hürlimann to the committee. | ✓ 83.3% |
| 7.2 | Re-elect Mr. Ulrich Looser to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Looser to the board of directors, Ethos cannot approve Mr. Looser to the committee. | ✓ 78.0% |
| 7.3 | Re-elect Dr. Werner C. Weber to the nomination and remuneration committee | FOR | FOR | | ✓ 89.4% |
| 8 | Re-elect Hartmann Dreyer as independent proxy | FOR | FOR | | ✓ 99.9% |
| 9 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. | ✓ 92.8% |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------------------------------------------------------------------------|------------|------------|--------------------------------------------------------------|
| 1 | Opening of the meeting | NON-VOTING | NON-VOTING | |
| 2 | Report on the financial year and the statement of accounts for 2024 and report of the auditors | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7% |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8% |
| 5 | Discharge board members, executive management and external auditors | FOR | FOR | ✓ 99.7% |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Ms. Leila Frick-Marxer | FOR | FOR | ✓ 98.7% |
| 6.2 | Re-elect Dr. Karl Sevelda | FOR | ● OPPOSE | He is 75 years old, which exceeds Ethos' guidelines. ✓ 98.7% |
| 7 | Re-elect KPMG as auditors | FOR | FOR | ✓ 99.4% |
| 8 | Miscellaneous | NON-VOTING | NON-VOTING | |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.3% |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 86.2% |
| 3 | Approve sustainability report | FOR | ● OPPOSE | The report is not prepared in accordance with a recognised standard. The company does not publish quantitative indicators for all material topics. | ✓ 93.0% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 98.0% |
| 5 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.5% |
| 6 | Reduce share capital | FOR | FOR | | ✓ 97.1% |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Mr. Ernst Tanner as board member and chair | FOR | ● OPPOSE | He has been a member of the board for 32 years, which exceeds Ethos' guidelines. He is 79 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 32 years, various reasons) and the board independence is insufficient (42.9%). | ✓ 76.4% |
| 7.1.2 | Re-elect Dr. Dieter Weisskopf | FOR | FOR | | ✓ 86.5% |
| 7.1.3 | Re-elect Dr. Rudolf K. Sprüngli | FOR | FOR | | ✓ 90.1% |
| 7.1.4 | Re-elect Ms. Elisabeth Gürtler | FOR | ● OPPOSE | She has been a member of the board for 16 years, which exceeds Ethos' guidelines. She is 75 years old, which exceeds Ethos' guidelines. She is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 86.1% |
| 7.1.5 | Re-elect Dr. Thomas Rinderknecht | FOR | FOR | | ✓ 96.5% |
| 7.1.6 | Re-elect Mr. Silvio W. Denz | FOR | FOR | | ✓ 96.7% |
| 7.1.7 | Re-elect Ms. Monique Bourquin | FOR | FOR | | ✓ 90.1% |
| 7.2 | Elections to the nomination and remuneration committee | | | | |
| 7.2.1 | Re-elect Ms. Monique Bourquin to the nomination and remuneration committee | FOR | FOR | | ✓ 81.4% |
| 7.2.2 | Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee | FOR | FOR | | ✓ 84.7% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.2.3 | Re-elect Mr. Silvio W. Denz to the nomination and remuneration committee | FOR | FOR | | ✓ 90.4% |
| 7.3 | Re-elect Dr. Patrick Schleiffer as independent proxy | FOR | FOR | | ✓ 98.3% |
| 7.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ 90.4% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the chair is significantly higher than that of a peer group. | ✓ 92.0% |
| 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. | ✓ 91.9% |

| Item | Agenda | Board | Ethos | | Result |
|---------|-----------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.3% |
| 2 | Approve sustainability report | FOR | FOR | | ✓ 99.5% |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 88.2% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 97.4% |
| 5 | Approve allocation of balance sheet result and dividend | FOR | FOR | | ✓ 99.8% |
| 6.1-6.2 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Marion Helmes | FOR | FOR | | ✓ 98.4% |
| 6.1.2 | Re-elect Mr. Jean-Marc Huët | FOR | FOR | | ✓ 92.9% |
| 6.1.3 | Re-elect Dr. Angelica Kohlmann | FOR | FOR | | ✓ 99.4% |
| 6.1.4 | Re-elect Mr. Christoph Mäder | FOR | FOR | | ✓ 98.3% |
| 6.1.5 | Re-elect Prof. Dr. Roger M. Nitsch | FOR | FOR | | ✓ 98.3% |
| 6.1.6 | Re-elect Ms. Barbara Richmond | FOR | FOR | | ✓ 97.9% |
| 6.1.7 | Re-elect Mr. Jürgen B. Steinemann | FOR | FOR | | ✓ 97.4% |
| 6.2.1 | Elect Mr. Juan Andres | FOR | FOR | | ✓ 98.9% |
| 6.2.2 | Elect Dr. Eric Drapé | FOR | FOR | | ✓ 98.9% |
| 6.2.3 | Elect Mr. David Meline | FOR | FOR | | ✓ 98.9% |
| 6.3 | Re-elect Mr. Jean-Marc Huët as board chair | FOR | FOR | | ✓ 92.8% |
| 6.4 | Elections to the remuneration committee | | | | |
| 6.4.1 | Re-elect Dr. Angelica Kohlmann to the remuneration committee | FOR | FOR | | ✓ 99.4% |
| 6.4.2 | Re-elect Mr. Christoph Mäder to the remuneration committee | FOR | FOR | | ✓ 98.2% |
| 6.4.3 | Re-elect Mr. Jürgen B. Steinemann to the remuneration committee | FOR | FOR | | ✓ 94.7% |
| 6.4.4 | Elect Dr. Eric Drapé to the remuneration committee | FOR | FOR | | ✓ 98.5% |
| 6.4.5 | Elect Mr. David Meline to the remuneration committee | FOR | FOR | | ✓ 98.5% |
| 7 | Re-elect Deloitte as auditors for 2026 | FOR | ● OPPOSE | The breakdown of the services provided by the audit firm is insufficient to allow an informed assessment of the auditor's independence. | ✓ 94.3% |
| 8 | Elect Lenz Caemmerer as independent proxy | FOR | FOR | | ✓ 99.2% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------|---------|
| 9 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.3% |
| 10.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 97.5% |
| 10.2 | Binding prospective vote on the fixed and long-term variable 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> | ✓ 91.1% |

| Item | Agenda | Board | Ethos | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.6% |
| 2 | Approve sustainability report | FOR | FOR | ✓ 97.2% |
| 3 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 3.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.1% |
| 3.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | ✓ 90.4% The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. Past awards do not allow confirmation of the link between pay and performance. |
| 3.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 95.6% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 97.9% |
| 5 | Approve allocation of income and dividend | | | |
| 5.1 | Approve dividend from retained earnings | FOR | FOR | ✓ 98.4% |
| 5.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 98.5% |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Markus Hongler | FOR | FOR | ✓ 98.0% |
| 6.1.2 | Re-elect Dr. Martha Scheiber | FOR | FOR | ✓ 95.8% |
| 6.1.3 | Re-elect Prof. Dr. Andreas Dietrich | FOR | FOR | ✓ 98.0% |
| 6.1.4 | Re-elect Dr. Erica Dubach Spiegler | FOR | FOR | ✓ 98.3% |
| 6.1.5 | Re-elect Mr. Andreas Emmenegger | FOR | FOR | ✓ 97.9% |
| 6.1.6 | Re-elect Mr. Marc Gläser | FOR | FOR | ✓ 97.5% |
| 6.1.7 | Re-elect Mr. Roger Studer | FOR | FOR | ✓ 98.0% |
| 6.1.8 | Re-elect Ms. Nicole Willimann Vyskocil | FOR | FOR | ✓ 98.2% |
| 6.2 | Re-elect Mr. Markus Hongler as board chair | FOR | FOR | ✓ 97.9% |
| 6.3 | Elections to the nomination and remuneration committee | | | |
| 6.3.1 | Re-elect Dr. Martha Scheiber to the nomination and remuneration committee | FOR | FOR | ✓ 95.0% |
| 6.3.2 | Re-elect Mr. Markus Hongler to the nomination and remuneration committee | FOR | FOR | ✓ 97.1% |

| Item | Agenda | Board | Ethos | Result |
|-------|-----------------------------------------------------------------------|-------|-------|---------|
| 6.3.3 | Re-elect Mr. Marc Gläser to the nomination and remuneration committee | FOR | FOR | ✓ 96.7% |
| 7 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 97.3% |
| 8 | Re-elect Dr. Raphaël Haas as independent proxy | FOR | FOR | ✓ 98.4% |

| Item | Agenda | Board | Ethos | | Result |
|-------|---------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company abandons previous commitments to its sustainability strategy without adequate justification.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> | ✓ 99.0% |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.4% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Markus Breitenmoser | FOR | FOR | | ✓ 99.4% |
| 5.1.2 | Re-elect Mr. James R. Murdoch | FOR | FOR | | ✓ 99.3% |
| 5.1.3 | Re-elect Mr. Jeffrey Palker | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%). | ✓ 98.2% |
| 5.1.4 | Re-elect Mr. Andrea Zappia as board member and chair | FOR | FOR | | ✓ 99.4% |
| 5.2 | Elections to the nomination and remuneration committee | | | | |
| 5.2.1 | Re-elect Mr. Raphael Wyniger to the nomination and remuneration committee | FOR | FOR | | ✓ 98.4% |
| 5.2.2 | Re-elect Mr. Jeffrey Palker to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Palker to the board of directors, Ethos cannot approve Mr. Palker to the committee. | ✓ 97.9% |
| 5.2.3 | Re-elect Mr. Andrea Zappia to the nomination and remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. | ✓ 98.7% |
| 5.3 | Re-elect KPMG as auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 99.4% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------|----------|
| 5.4 | Re-elect NEOVIUS as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. | ✓ 97.3% |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.7% |
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 97.8% |
| 6.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The proposed increase relative to the previous year is excessive and not justified. | ✓ 97.3% |
| 6.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.5% |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 98.3%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 95.9%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 2 | Approve allocation of income and dividend | | | |
| 2.1 | Approve dividend from retained earnings | 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 | ✓ 99.2% |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Alberto Siccardi | FOR | ● OPPOSE | <p>✓ 94.7%</p> <p>He is 81 years old, which exceeds Ethos' guidelines.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p> |
| 4.2 | Re-elect Ms. Maria Luisa Siccardi Tonolli | FOR | ● OPPOSE | <p>✓ 90.3%</p> <p>She has a major conflict of interest that is incompatible with his role as board member.</p> |
| 4.3 | Re-elect Mr. Victor Waldemar Balli | FOR | FOR | ✓ 98.1% |
| 4.4 | Re-elect Mr. Riccardo Braglia | FOR | FOR | ✓ 99.5% |
| 4.5 | Re-elect Dr. Philippe A. Weber | FOR | FOR | ✓ 96.4% |
| 5 | Re-elect Mr. Alberto Siccardi as board chair | FOR | ● OPPOSE | <p>✓ 92.1%</p> <p>As Ethos did not support the election of Mr. Siccardi to the board of directors, Ethos cannot approve Mr. Siccardi as chair.</p> |
| 6 | Elections to the remuneration committee | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 6.1 | Re-elect Dr. Philippe A. Weber to the remuneration committee | FOR | ● OPPOSE | He is not independent (consultancy fees) and the committee does not include at least 50% independent members. | ✓ 94.8% |
| 6.2 | Re-elect Mr. Riccardo Braglia to the remuneration committee | FOR | FOR | | ✓ 98.0% |
| 7 | Re-elect Dr. Fulvio Pelli as independent proxy | FOR | FOR | | ✓ 100.0% |
| 8 | Re-elect Deloitte as auditors | FOR | FOR | | ✓ 99.8% |
| 9.1.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.9% |
| 9.1.b | Binding prospective vote on the consulting fees of the board of directors | FOR | ● OPPOSE | The non-executive directors receive consultancy fees in a regular manner. | ✓ 81.9% |
| 9.2.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.9% |
| 9.2.b | Binding retrospective vote on the short-term variable 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. | ✓ 99.1% |
| 9.2.c | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.5% |

| 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 | Discharge board members | FOR | FOR | | ✓ 99.9% |
| 4.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> | ✓ 94.1% |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 96.4% |
| 4.3.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.3% |
| 4.3.2 | Binding prospective vote on the total variable 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> | ✓ 97.8% |
| 5 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 95.9% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Marco Gadola as a board member and as chair | 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> | ✓ 96.6% |
| 6.2 | Re-elect Dr. Thomas Straumann | FOR | FOR | | ✓ 98.6% |
| 6.3 | Re-elect Mr. Willi Miesch | FOR | FOR | | ✓ 99.8% |
| 6.4 | Re-elect Mr. Damien Tappy | FOR | FOR | | ✓ 97.5% |
| 6.5 | Re-elect Ms. Nadia Tarolli Schmidt | FOR | FOR | | ✓ 99.9% |
| 6.6 | Re-elect Mr. Ciro Roemer | FOR | FOR | | ✓ 99.8% |
| 6.7 | Re-elect Ms. Jennifer Dean | FOR | FOR | | ✓ 99.9% |
| 6.8 | Re-elect Ms. Martha Shadan | FOR | FOR | | ✓ 99.8% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------|----------|
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Mr. Damien Tappy to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. | ✓ 94.2% |
| 7.2 | Re-elect Mr. Marco Gadola to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Gadola to the board of directors, Ethos cannot approve Mr. Gadola to the committee. | ✓ 96.4% |
| 8 | Re-elect NEOVIUS as independent proxy | FOR | FOR | | ✓ 100.0% |
| 9 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 21 years, which exceeds Ethos' guidelines. | ✓ 95.8% |

| 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 | ● OPPOSE | The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 73.3% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | The report is not prepared in accordance with a recognised standard. The report and relevant indicators are not verified by an independent third party. The report does not cover all material topics. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. | ✓ 93.7% |
| 2 | 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 and its stakeholders. | ✓ 97.1% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 94.0% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.3% |
| 4.2 | 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. | ✓ 93.7% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Rob ten Hoedt as board member and chair | FOR | FOR | | ✓ 92.1% |
| 5.2.1 | Re-elect Mr. Marco Musetti | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. He chairs the audit committee, is not independent and the committee independence is insufficient. | ✓ 81.0% |
| 5.2.2 | Re-elect Ms. Barbara Angehrn Pavik | FOR | FOR | | ✓ 99.3% |

| Item | Agenda | Board | Ethos | Result |
|-------|---------------------------------------------------------------------------------|-------|-------|---------|
| 5.2.3 | Re-elect Ms. Susanne Hundsbæk-Pedersen | FOR | FOR | ✓ 99.5% |
| 5.2.4 | Re-elect Mr. Daniel Flammer | FOR | FOR | ✓ 77.6% |
| 5.2.5 | Re-elect Mr. David Metzger | FOR | FOR | ✓ 92.2% |
| 6 | Elections to the nomination and remuneration committee | | | |
| 6.1 | Re-elect Ms. Barbara Angehrn Pavik to the nomination and remuneration committee | FOR | FOR | ✓ 95.6% |
| 6.2 | Re-elect Mr. Rob ten Hoedt to the nomination and remuneration committee | FOR | FOR | ✓ 82.1% |
| 6.3 | Re-elect Mr. David Metzger to the nomination and remuneration committee | FOR | FOR | ✓ 85.5% |
| 7 | Re-elect KPMG as auditors | FOR | FOR | ✓ 99.5% |
| 8 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | ✓ 99.5% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.2% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> | ✓ 96.8% |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 92.8% |
| 2 | Approve allocation of income and dividend | | | | |
| 2.1 | Approve dividend from retained earnings | FOR | FOR | | ✓ 99.9% |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 99.9% |
| 3 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.6% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 97.3% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Silvan Gian-Reto Meier as board member and chair | FOR | ● OPPOSE | <p>The board has not established a nomination committee and the composition of the board is unsatisfactory.</p> <p>The board has not established a nomination committee and has less than 30% women without adequate justification.</p> | ✓ 96.2% |
| 5.2 | Re-elect Mr. Heinz Wiedmer | FOR | FOR | | ✓ 95.9% |
| 5.3 | Re-elect Ms. Andrea Tranel | FOR | FOR | | ✓ 98.9% |
| 5.4 | Re-elect Mr. Alexander Zschokke | FOR | FOR | | ✓ 98.8% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Silvan Gian-Reto Meier to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Meier to the board of directors, Ethos cannot approve Mr. Meier to the committee. | ✓ 94.9% |
| 6.2 | Re-elect Mr. Heinz Wiedmer to the remuneration committee | FOR | FOR | | ✓ 93.3% |
| 6.3 | Re-elect Ms. Andrea Tranel to the remuneration committee | FOR | FOR | | ✓ 98.4% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-------|---------|
| 6.4 | Re-elect Mr. Alexander Zschokke to the remuneration committee | FOR | FOR | ✓ 97.6% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.5% |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.5% |
| 8 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | ✓ 99.8% |
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 99.5% |

| 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 | ✓ 98.7% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | ✓ 99.2% The report is not prepared in accordance with a recognised standard. Relevant indicators are not verified by an independent third party. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. The company does not take adequate measures to reduce its CO2e emissions. |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0% |
| 3 | Advisory vote on a payment of CHF 450'000 for CO2-compensating or investments measures | FOR | FOR | ✓ 99.9% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 100.0% |
| 5.1-5.2 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Martin Wipfli | FOR | FOR | ✓ 98.9% |
| 5.1.2 | Re-elect Mr. Dominik Berchtold | FOR | FOR | ✓ 99.3% |
| 5.1.3 | Re-elect Mr. David Dean | FOR | FOR | ✓ 100.0% |
| 5.1.4 | Re-elect Dr. Bernhard Eschermann | FOR | FOR | ✓ 99.7% |
| 5.1.5 | Re-elect Ms. Claudia Pletscher | FOR | FOR | ✓ 100.0% |
| 5.1.5.1 | Re-elect Ms. Claudia Pletscher as representative of registered B shareholders | FOR | FOR | ✓ 99.7% |
| 5.2.1 | Elect Prof. Dr. Sandrine Zweifel | FOR | FOR | ✓ 100.0% |
| 5.3.1 | Re-elect Mr. Martin Wipfli as board chair | FOR | FOR | ✓ 98.8% |
| 5.4 | Elections to the nomination and remuneration committee | | | |
| 5.4.1 | Re-elect Mr. Dominik Berchtold to the nomination and remuneration committee | FOR | FOR | ✓ 99.0% |
| 5.4.2 | Re-elect Dr. Bernhard Eschermann to the nomination and remuneration committee | FOR | FOR | ✓ 99.5% |

| Item | Agenda | Board | Ethos | Result |
|-------|------------------------------------------------------------------------------------------------|-------|-------|----------|
| 5.5.1 | Re-elect Blum & Partner AG as independent proxy | FOR | FOR | ✓ 100.0% |
| 5.6.1 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 99.0% |
| 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 fixed remuneration of the executive management | FOR | FOR | ✓ 99.7% |
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.7% |

| 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 | The transparency of the remuneration report is insufficient. | ✓ 93.6% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 97.6% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 3 | Approve allocation of income and dividend | | | | |
| 3.1 | Approve dividend | FOR | FOR | | ✓ 99.7% |
| 3.2 | Approve allocation of income | FOR | FOR | | ✓ 100.0% |
| 4 | Amend articles of association | | | | |
| 4.1 | Amend articles of association: votes on remuneration | FOR | ● OPPOSE | The vote on the maximum amount is prospective and the articles of association do not include caps on the total variable remuneration. | ✓ 99.0% |
| 4.2 | Amend articles of association: age limit for board members | FOR | FOR | | ✓ 99.7% |
| 4.3 | Amend articles of association: principles of remuneration of board members | FOR | FOR | | ✓ 99.9% |
| 4.4 | Amend articles of association: principles of remuneration of members of the executive management | FOR | FOR | | ✓ 99.9% |
| 4.5 | Amend articles of association: notices and announcements | FOR | FOR | | ✓ 99.9% |
| 5.1 | Elections to the board of directors | | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------|----------|
| 5.1.1 | Re-elect Mr. Paul Zumbühl | FOR | ● OPPOSE | The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 96.2% |
| 5.1.2 | Re-elect Dr. Andreas Casutt | FOR | FOR | | ✓ 99.7% |
| 5.1.3 | Re-elect Mr. Hans-Michael Hauser | FOR | FOR | | ✓ 99.7% |
| 5.1.4 | Re-elect Dr. Alexandra Bendler | FOR | FOR | | ✓ 99.7% |
| 5.1.5 | Re-elect Mr. Hans-Christian Schneider | FOR | FOR | | ✓ 97.6% |
| 5.2 | Re-elect Mr. Paul Zumbühl as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl as chair. | ✓ 94.4% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Hans-Christian Schneider to the remuneration committee | FOR | FOR | | ✓ 95.8% |
| 5.3.2 | Re-elect Dr. Andreas Casutt to the remuneration committee | FOR | ● OPPOSE | He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members. | ✓ 97.1% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.9% |
| 6.2.1 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.1% |
| 6.2.2 | Binding retrospective vote on the allocation of shares to the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.2% |
| 7 | Re-elect Mr. Urs Lanz as independent proxy | FOR | FOR | | ✓ 100.0% |
| 8 | Re-elect BDO as auditors | FOR | FOR | | ✓ 99.4% |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 96.1% |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.4% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 4.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 91.3% The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.4% |
| 4.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | ✓ 88.8% The information provided is insufficient. |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Olaf Swantee | FOR | FOR | ✓ 97.9% |
| 5.1.b | Re-elect Mr. Michael Haubrich | FOR | FOR | ✓ 98.3% |
| 5.1.c | Re-elect Ms. Lea Sonderegger | FOR | ● OPPOSE | ✓ 91.3% She chairs the nomination committee and the board has less than 30% women without adequate justification. |
| 5.1.d | Re-elect Mr. Markus Bernhard | FOR | ● OPPOSE | ✓ 95.0% He has permanent operational functions. |
| 5.1.e | Elect Mr. Andreas Wyss | FOR | ● OPPOSE | ✓ 67.4% He is not independent (former partner of the audit firm) and the board independence is insufficient (40.0%). |
| 5.2 | Re-elect Mr. Olaf Swantee as board chair | FOR | FOR | ✓ 92.9% |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.a | Re-elect Ms. Lea Sonderegger to the nomination and remuneration committee | FOR | ● OPPOSE | ✓ 86.3% As Ethos did not support the election of Ms. Sonderegger to the board of directors, Ethos cannot approve Ms. Sonderegger to the committee. |
| 5.3.b | Re-elect Mr. Olaf Swantee to the nomination and remuneration committee | FOR | FOR | ✓ 96.8% |
| 5.3.c | Re-elect Mr. Michael Haubrich to the nomination and remuneration committee | FOR | FOR | ✓ 97.3% |
| 5.4 | Re-elect Advokatur Brandschenke as independent proxy | FOR | FOR | ✓ 99.8% |
| 5.5 | Re-elect BDO as auditors | FOR | FOR | ✓ 99.3% |

| 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 transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. | ✓ 73.1% |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.3% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 96.1% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. William M. Burns | FOR | ● OPPOSE | He is 78 years old, which exceeds Ethos' guidelines. He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 76.5% |
| 5.1.2 | Re-elect Dr. Agnete B. Fredriksen | FOR | FOR | | ✓ 95.6% |
| 5.1.3 | Re-elect Dr. Dominik Höchli | FOR | FOR | | ✓ 95.7% |
| 5.1.4 | Re-elect Mr. Steven H. Holtzman | FOR | FOR | | ✓ 95.4% |
| 5.1.5 | Re-elect Mr. Sandip Kapadia | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 92.8% |
| 5.1.6 | Re-elect Dr. Vito J. Palombella | FOR | FOR | | ✓ 95.7% |
| 5.1.7 | Re-elect Mr. Michael Vasconcelles | FOR | FOR | | ✓ 95.4% |
| 5.1.8 | Re-elect Dr. Patrick Amstutz | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 89.9% |
| 5.2 | Re-elect Mr. William M. Burns as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Burns to the board of directors, Ethos cannot approve Mr. Burns as chair. | ✓ 76.7% |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. William M. Burns to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Burns to the board of directors, Ethos cannot approve Mr. Burns to the committee. | ✓ 73.4% |
| 5.3.2 | Re-elect Mr. Steven H. Holtzman to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 89.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-----------------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.3.3 | Re-elect Mr. Michael Vasconcelles to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 89.7% |
| 6 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 97.3% |
| 7 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 99.9% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 88.9% |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 89.0% |
| 8.3 | Binding prospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> | ✓ 88.8% |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 98.1%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 68.0%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 4 | Approve allocation of balance sheet result | FOR | FOR | ✓ 100.0% |
| 5 | Discharge board members and executive management | FOR | ● OPPOSE | <p>✓ 95.0%</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>✓ 78.2%</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options.</p> |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 79.0%</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 7.1 | Elections to the board of directors | | | |
| 7.1.1 | Re-elect Prof. Dr. Michael Tojner as board member and chair | FOR | ● OPPOSE | <p>✓ 73.6%</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> <p>The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes.</p> |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 7.1.2 | Re-elect Mr. Christian Hosp | FOR | ● OPPOSE | <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 63.7% |
| 7.1.3 | Re-elect Dr. Markus Vischer | FOR | ● OPPOSE | He chairs the audit committee, is not independent and the committee independence is insufficient. | ✓ 72.2% |
| 7.1.4 | Elect Mr. Martin Ohneberg | FOR | ● OPPOSE | He is not independent (various reasons) and the board independence is insufficient (0.0%). | ✓ 85.5% |
| 7.1.5 | Elect Dr. Michael Pistauer | FOR | ● OPPOSE | He is also a permanent member of the executive management (co-CEO and CFO). | ✓ 97.4% |
| 7.2 | Elections to the nomination and remuneration committee | | | | |
| 7.2.1 | Re-elect Prof. Dr. Michael Tojner to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Prof. Dr. Tojner to the board of directors, Ethos cannot approve Prof. Dr. Tojner to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 72.0% |
| 7.2.2 | Re-elect Mr. Christian Hosp to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Hosp to the board of directors, Ethos cannot approve Mr. Hosp to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 63.5% |
| 7.2.3 | Elect Mr. Martin Ohneberg to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Ohneberg to the board of directors, Ethos cannot approve Mr. Ohneberg to the committee. | ✓ 84.5% |
| 7.3 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 100.0% |
| 7.4 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 98.6% |

| 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 | ● OPPOSE | <p>✓ 73.7%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 90.3%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The company has not set ambitious targets for all material topics.</p> <p>The company has abandoned previous commitments to its sustainability strategy without adequate justification.</p> <p>The company is subject to serious controversies which are not addressed in the sustainability report.</p> |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | <p>✓ 92.3%</p> <p>An investigation has been instituted against the company.</p> |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Paul Bulcke as board member and chair | FOR | FOR | ✓ 84.8% |
| 4.1.2 | Re-elect Mr. Pablo Isla Álvarez de Tejera | FOR | FOR | ✓ 92.6% |
| 4.1.3 | Re-elect Dr. Renato Fassbind | FOR | FOR | ✓ 98.1% |
| 4.1.4 | Re-elect Ms. Hanne de Mora | FOR | FOR | ✓ 99.3% |
| 4.1.5 | Re-elect Mr. Dick Boer | FOR | FOR | ✓ 97.8% |
| 4.1.6 | Re-elect Prof. Dr. Patrick Aebischer | FOR | FOR | ✓ 97.9% |
| 4.1.7 | Re-elect Mr. Dinesh C. Paliwal | FOR | FOR | ✓ 97.2% |
| 4.1.8 | Re-elect Ms. Lindiwe Majele Sibanda | FOR | FOR | ✓ 99.2% |
| 4.1.9 | Re-elect Ms. Chris Leong | FOR | FOR | ✓ 99.3% |
| 4.1.10 | Re-elect Mr. Luca Maestri | FOR | FOR | ✓ 98.8% |
| 4.1.11 | Re-elect Mr. Rainer M. Blair | FOR | FOR | ✓ 98.7% |
| 4.1.12 | Re-elect Ms. Marie-Gabrielle Ineichen-Fleisch | FOR | FOR | ✓ 98.1% |
| 4.1.13 | Re-elect Ms. Geraldine Matchett | FOR | FOR | ✓ 99.1% |
| 4.2 | Elect Mr. Laurent Freixe | FOR | ● OPPOSE | <p>✓ 91.2%</p> <p>He is also a permanent member of the executive management (CEO).</p> |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------|
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Re-elect Mr. Dick Boer to the remuneration committee | FOR | FOR | ✓ 94.2% |
| 4.3.2 | Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee | FOR | FOR | ✓ 96.1% |
| 4.3.3 | Re-elect Mr. Pablo Isla Álvarez de Tejera to the remuneration committee | FOR | FOR | ✓ 90.8% |
| 4.3.4 | Re-elect Mr. Dinesh C. Paliwal to the remuneration committee | FOR | FOR | ✓ 95.2% |
| 4.4 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 99.5% |
| 4.5 | Re-elect Hartmann Dreyer as independent proxy | FOR | FOR | ✓ 99.8% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.4% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | ✓ 85.2% The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines. |
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.5% |

| Item | Agenda | Board | Ethos | | Result |
|-------------------------------|-------------------------------------------------------------------------------------------------------|-------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Annual general meeting | | | | | |
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Elections to the board of directors | | | | |
| 2.1 | Elect Mr. Chris Martin | FOR | FOR | | ✓ |
| 2.2 | Elect Mr. Chris Martin as board chair | FOR | FOR | | ✓ |
| 2.3 | Binding prospective vote on the total remuneration of the board chair | FOR | FOR | | ✓ |
| 3 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ |
| 4 | Election of the board of statutory auditors ("Collegio Sindacale") and approval of their remuneration | NO RECOMME ND. | ● OPPOSE | Two permanent members are considered affiliated (board tenure), which is not best practice. | ✓ |
| Extraordinary general meeting | | | | | |
| 1 | Authorised capital for general financing | WITH-DRAWN | ● FOR | Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached. | – |
| 2 | Authorised capital for the employees | WITH-DRAWN | ● OPPOSE | Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached. Ethos initially recommended to OPPOSE for the following reasons: The amount requested is too high in light of the stated purpose. The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. | – |
| 3 | Authorised capital for the conversion of convertible bonds | WITH-DRAWN | ● FOR | Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached. | – |
| 4 | Creation of American Depository Shares and listing in the US | WITH-DRAWN | ● FOR | Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached. | – |

| 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 | | ✓ 99.9% |
| 3 | Approve sustainability report | FOR | ● OPPOSE | <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 97.0% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 98.6% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Prof. Dr. Michael Süss as board member and chair | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ 87.6% |
| 5.1.2 | Re-elect Mr. Paul Adams | FOR | FOR | | ✓ 91.4% |
| 5.1.3 | Re-elect Mr. Jürg Fedier | FOR | FOR | | ✓ 97.2% |
| 5.1.4 | Re-elect Ms. Inka Koljonen | FOR | ● OPPOSE | She holds an excessive number of mandates. | ✓ 93.6% |
| 5.1.5 | Re-elect Mr. Alexey V. Moskov | FOR | FOR | | ✓ 88.4% |
| 5.2.1 | Elect Dr. Stefan Brupbacher | FOR | FOR | | ✓ 99.7% |
| 5.2.2 | Elect Mr. Marco Musetti | FOR | FOR | | ✓ 92.2% |
| 5.2.3 | Elect Dr. Eveline Steinberger | FOR | FOR | | ✓ 96.8% |
| 6.1 | Elections to the nomination and remuneration committee | | | | |
| 6.1.1 | Re-elect Mr. Paul Adams to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p> | ✓ 85.6% |
| 6.1.2 | Re-elect Ms. Inka Koljonen to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Ms. Koljonen to the board of directors, Ethos cannot approve Ms. Koljonen to the committee. | ✓ 89.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-----------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.1.3 | Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p> | ✓ 81.4% |
| 6.2 | Elect Dr. Eveline Steinberger to the nomination and remuneration committee | FOR | FOR | | ✓ 96.2% |
| 7 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 99.7% |
| 8 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 99.9% |
| 9 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 77.2% |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 94.4% |
| 11 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 94.2% |
| 12 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ 90.9% |
| 13 | Binding retrospective vote on the Management Retention Plan (MRP) of the executive management | FOR | ● OPPOSE | <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ 92.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | The report does not cover all material topics. The company does not publish quantitative indicators for all material topics. | ✓ 99.9% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0% |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 99.9% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 94.7% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.9% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.9% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Naguib S. Sawiris as member and chair of the board | FOR | FOR | | ✓ 99.9% |
| 6.1.2 | Re-elect Dr. Eskandar Tooma | FOR | FOR | | ✓ 99.9% |
| 6.1.3 | Re-elect Mr. Amine Omar Tazi-Riffi | FOR | FOR | | ✓ 99.9% |
| 6.1.4 | Re-elect Ms. Maria Davidson | FOR | FOR | | ✓ 99.9% |
| 6.2 | Elections to the nomination and remuneration committee | | | | |
| 6.2.1 | Re-elect Mr. Naguib S. Sawiris to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 99.9% |
| 6.2.2 | Re-elect Dr. Eskandar Tooma to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 99.9% |
| 6.3 | Re-elect Ms. Barbara Merz Wipfli as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6.4 | Re-elect Deloitte as auditors | FOR | FOR | | ✓ 100.0% |
| 7 | Delisting of the company | FOR | FOR | | ✓ 99.9% |
| 8 | Amend articles of association | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | Result |
|-------|-----------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 96.6% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 90.8%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 96.5% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 96.3% |
| 4 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Martin Folini as board member and chair | FOR | FOR | ✓ 93.4% |
| 4.1.2 | Re-elect Dr. Luka Müller | FOR | FOR | ✓ 96.0% |
| 4.1.3 | Re-elect Dr. Thomas Moser | FOR | FOR | ✓ 95.4% |
| 4.4.4 | Re-elect Ms. Mirjana Blume | FOR | FOR | ✓ 95.8% |
| 4.1.5 | Re-elect Mr. Johannes Schaede | FOR | FOR | ✓ 95.9% |
| 4.1.6 | Re-elect Ms. Pascale Bruderer | FOR | FOR | ✓ 95.6% |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Dr. Martin Folini to the remuneration committee | FOR | FOR | ✓ 91.6% |
| 4.2.2 | Re-elect Dr. Thomas Moser to the remuneration committee | FOR | FOR | ✓ 93.8% |
| 4.3 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | <p>✓ 90.2%</p> <p>The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.</p> |
| 4.4 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | ✓ 96.5% |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 89.1% |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>✓ 89.8%</p> <p>The information provided is insufficient.</p> |
| 5.3.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 93.2% |
| 5.3.2 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 92.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-------------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.0% |
| 2 | Approve sustainability report | FOR | FOR | | ✓ 91.4% |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The pay-for-performance connection is not demonstrated. | ✓ 64.5% |
| 4 | Approve allocation of income | FOR | FOR | | ✓ 96.8% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 89.9% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.a | Elect Ms. Monika Friedli-Walser as board member and chair | FOR | FOR | | ✓ 93.7% |
| 6.1.b | Re-elect Mr. Markus Vögeli | FOR | FOR | | ✓ 95.1% |
| 6.1.c | Re-elect Mr. Felix Burkhard | FOR | FOR | | ✓ 95.4% |
| 6.1.d | Elect Mr. Filip De Spiegeleire | FOR | FOR | | ✓ 96.9% |
| 6.1.e | Elect Dr. Sandro Fehlmann | FOR | FOR | | ✓ 97.4% |
| 6.1.f | Re-elect Dr. Patrick Müller | FOR | FOR | | ✓ 92.7% |
| 6.1.g | Re-elect Ms. Monika Schüpbach | FOR | FOR | | ✓ 96.5% |
| 6.2 | Elections to the nomination and remuneration committee | | | | |
| 6.2.a | Re-elect Dr. Patrick Müller to the nomination and remuneration committee | FOR | FOR | | ✓ 90.3% |
| 6.2.b | Elect Dr. iur. Sandro Fehlmann to the nomination and remuneration committee | FOR | FOR | | ✓ 94.1% |
| 6.2.c | Re-elect Ms. Monika Friedli-Walser to the nomination and remuneration committee | FOR | ● OPPOSE | She holds an executive function in the company. | ✓ 56.8% |
| 6.3 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 96.5% |
| 6.4 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 99.0% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 83.2% |
| 7.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | Past awards do not allow confirmation of the link between pay and performance. | ✓ 63.0% |
| 7.3 | Binding prospective vote on the total fixed remuneration of the executive management | FOR | FOR | | ✓ 83.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|---------------------------------------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 98.1% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.1% |
| 4 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 86.7% |
| 5.1 | Binding vote on the fixed remuneration of the board of directors for the term of office 2025/2026 | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 94.7% |
| 5.2 | Binding vote on the long-term remuneration granted to the board of directors for the term of office 2024/2025 | FOR | ● OPPOSE | The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines. | ✓ 88.1% |
| 5.3 | Binding vote on other remuneration for the board of directors for the term of office 2024/2025 | FOR | ● OPPOSE | The remuneration of the executive members of the board (who are not members of the executive management) is excessive. | ✓ 88.3% |
| 5.4 | Binding vote on the base remuneration of the executive management for 2026 | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 91.5% |
| 5.5 | Binding vote on the long-term remuneration granted to the executive management in 2024 | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines. | ✓ 85.3% |
| 5.6 | Binding vote on other remuneration for the executive management for 2024 | FOR | FOR | | ✓ 94.4% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Steffen Meister as board member and chair | FOR | ● OPPOSE | The board includes too many executive directors compared to market practice in Switzerland. | ✓ 83.0% |
| 6.1.2 | Elect Dr. Urban Angehrn | FOR | FOR | | ✓ 99.9% |
| 6.1.3 | Re-elect Dr. Marcel Erni | FOR | FOR | | ✓ 94.5% |
| 6.1.4 | Re-elect Mr. Alfred Gantner | FOR | FOR | | ✓ 94.5% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 6.1.5 | Re-elect Ms. Anne Lester | FOR | FOR | | ✓ 97.6% |
| 6.1.6 | Re-elect Ms. Gaëlle Olivier | FOR | FOR | | ✓ 96.2% |
| 6.1.7 | Re-elect Mr. Urs Wietlisbach | FOR | FOR | | ✓ 94.5% |
| 6.1.8 | Re-elect Ms. Flora Zhao | FOR | FOR | | ✓ 87.2% |
| 6.2 | Elections to the nomination and remuneration committee | | | | |
| 6.2.1 | Re-elect Ms. Flora Zhao to the nomination and remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 81.4% |
| 6.2.2 | Re-elect Ms. Anne Lester to the nomination and remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 91.8% |
| 6.2.3 | Re-elect Ms. Gaëlle Olivier to the nomination and remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 90.4% |
| 6.3 | Re-elect Hotz & Goldmann as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6.4 | Elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | Result |
|-------|-------------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0% |
| 2 | Additional amount for the remuneration of the executive management for 2024 | FOR | ● OPPOSE | <p>✓ 84.6%</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 83.0%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 4 | Approve allocation of income | FOR | FOR | ✓ 99.6% |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ 92.0% |
| 6 | Ordinary capital increase | FOR | FOR | ✓ 97.9% |
| 7.1 | Amend articles of association: deletion of the clause relating to the exclusion of pre-emptive rights | FOR | FOR | ✓ 97.2% |
| 7.2 | Increase conditional capital for the conversion of convertible bonds | FOR | FOR | ✓ 98.5% |
| 8.1 | Elections to the board of directors | | | |
| 8.1.1 | Re-elect Mr. Michael Zahn | FOR | FOR | ✓ 91.4% |
| 8.1.2 | Re-elect Mr. Cyrill Schneuwly | FOR | FOR | ✓ 97.2% |
| 8.1.3 | Re-elect Mr. Beat Frischknecht | FOR | FOR | ✓ 99.1% |
| 8.1.4 | Re-elect Mr. Urs Meister | FOR | FOR | ✓ 96.6% |
| 8.1.5 | Elect Mr. Alexander Hesse | FOR | FOR | ✓ 95.5% |
| 8.2 | Re-elect Mr. Michael Zahn as board chair | FOR | FOR | ✓ 90.3% |
| 9 | Elections to the remuneration committee | | | |
| 9.1 | Elect Mr. Michael Zahn to the remuneration committee | FOR | FOR | ✓ 91.0% |
| 9.2 | Re-elect Mr. Beat Frischknecht to the remuneration committee | FOR | FOR | ✓ 98.8% |
| 10 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | <p>✓ 97.5%</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> |
| 11 | Re-elect Dr. Daniel Ronzani as independent proxy | FOR | FOR | ✓ 99.9% |
| 12.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.1% |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------------------------|-------|----------|-------------------------------------------|---------|
| 12.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 96.3% |
| 12.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 95.2% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>Relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 93.4% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 94.3% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Benedikt A. Goldkamp as board member and chair | FOR | ● OPPOSE | <p>He serves on the audit committee.</p> <p>The board independence is not sufficient (33.3%).</p> <p>The board has not established a nomination committee and the composition of the board is unsatisfactory.</p> | ✓ 85.6% |
| 5.1.2 | Re-elect Dr. Florian Ernst | FOR | ● OPPOSE | <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (33.3%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 89.5% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 5.1.3 | Re-elect Dr. Martin Furrer | FOR | ● OPPOSE | <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years, business connections) and the board independence is insufficient (33.3%).</p> | ✓ 89.8% |
| 5.1.4 | Re-elect Ms. Claudine Hatebur de Calderón | FOR | FOR | | ✓ 99.7% |
| 5.1.5 | Re-elect Dr. Anna Hocker | FOR | FOR | | ✓ 99.7% |
| 5.1.6 | Re-elect Mr. Beat M. Siegrist | FOR | ● OPPOSE | <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (33.3%).</p> | ✓ 90.2% |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Dr. Martin Furrer to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Dr. Furrer to the board of directors, Ethos cannot approve Dr. Furrer to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 89.1% |
| 5.2.2 | Re-elect Ms. Claudine Hatebur de Calderón to the remuneration committee | FOR | FOR | | ✓ 99.5% |
| 5.2.3 | Re-elect Mr. Beat M. Siegrist to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Siegrist to the board of directors, Ethos cannot approve Mr. Siegrist to the committee.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 89.7% |
| 5.3 | Re-elect Mr. Hans Rudi Alder as independent proxy | FOR | FOR | | ✓ 100.0% |
| 5.4 | Re-elect BDO as auditors | FOR | FOR | | ✓ 99.7% |
| 6.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 94.0% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 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 chair (who is not a member of the executive management) is excessive. | ✓ 93.9% |
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 94.2% |

| Item | Agenda | Board | Ethos | Result |
|------|---------------------------------------------------------------------------------------|------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Notification to the general meeting of a loss in the amount of half the share capital | NON-VOTING | NON-VOTING | |
| 2 | Approve ordinary capital increase with pre-emptive rights | WITH-DRAWN | ● FOR | Three days before the EGM, the company announced its decision to remove the ordinary capital increase as it has become clear that it cannot be implemented under the proposed conditions and within the give time frame. |
| 3 | Approve ordinary capital increase without pre-emptive rights | WITH-DRAWN | ● OPPOSE | Three days before the EGM, the company announced its decision to remove the ordinary capital increase as it has become clear that it cannot be implemented under the proposed conditions and within the give time frame. Ethos initially recommended to OPPOSE for the following reason: The potential dilution is excessive. |
| 4 | Approve of the pledging of KTM shares in favour of lenders | FOR | FOR | ✔ 100.0% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Approve allocation of balance sheet result | NON-VOTING | NON-VOTING | | |
| 3 | Discharge executive management | WITH-DRAWN | ● OPPOSE | <p>The discharge for the executive management has been voted individually.</p> <p>Ethos initially recommended to OPPOSE for the following reason:</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | – |
| 3.a | Discharge executive members - Dr. Stefan Pierer | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 77.4% |
| 3.b | Discharge executive members - Mr. Gottfried Neumeister | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 95.2% |
| 3.c | Discharge executive members - Mr. Hubert Trunkenpolz | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 98.2% |
| 3.d | Discharge executive members - Mr. Viktor Sigl | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 98.2% |
| 3.e | Discharge executive members - Mr. Alex Pierer | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 76.6% |
| 3.f | Discharge executive members - Mr. Florian Kecht | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 98.2% |
| 3.g | Discharge executive members - Mr. Rudolf Wiesbeck | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | ✓ 98.2% |
| 4 | Discharge board members | WITH-DRAWN | ● OPPOSE | <p>The discharge for the board of directors has been voted individually.</p> <p>Ethos initially recommended to OPPOSE for the following reason:</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> | – |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 4.a | Discharge board members - Mr. Friedrich Roithner | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.2% |
| 4.b | Discharge board members - Ms. Michaela Friepess | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.2% |
| 4.c | Discharge board members - Mr. Rajiv Bajaj | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 99.7% |
| 4.d | Discharge board members - Ms. Iris Filzwieser | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.2% |
| 4.e | Discharge board members - Mr. Srinivasan Ravikumar | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 99.7% |
| 4.f | Discharge board members - Mr. Josef Blazicek | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.2% |
| 5 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 100.0% |
| 6 | Approval of the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 97.8% |
| 7 | Elections to the board of directors | | | | |
| 7.a | Elect Mr. Dinesh Thapar | 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. | ✓ 99.1% |
| 7.b | Elect Dr. Ernst Chalupsky | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 98.2% |
| 7.c | Elect Mr. Ewald Oberhammer | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (0.0%). | ✓ 99.7% |

| 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 and executive management | FOR | FOR | ✓ 99.8% |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Peter Lehmann as board member and chair | FOR | FOR | ✓ 92.6% |
| 4.2 | Re-elect Mr. Lauric Barbier | FOR | FOR | ✓ 100.0% |
| 4.3 | Re-elect Mr. Martin Byland | FOR | FOR | ✓ 98.4% |
| 4.4 | Re-elect Mr. Dominik Weber | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. ✓ 92.0% |
| 4.5 | Re-elect Mr. Felix Schmidheiny | FOR | FOR | ✓ 93.4% |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Re-elect Mr. Martin Byland to the remuneration committee | FOR | FOR | ✓ 95.7% |
| 5.2 | Re-elect Mr. Dominik Weber to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Weber to the board of directors, Ethos cannot approve Mr. Weber to the committee. ✓ 91.6% |
| 6 | Re-elect KPMG as auditors | FOR | FOR | ✓ 99.9% |
| 7 | Re-elect SILK Rechtsanwälte as independent proxy | FOR | FOR | ✓ 100.0% |
| 8.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. ✓ 91.5% |
| 8.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 100.0% |
| 8.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.7% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Creation of a capital band | FOR | ● OPPOSE | The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital. | ✓ 87.4% |
| 1.2 | Create conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital. In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital. | ✓ 86.9% |
| 2.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6% |
| 2.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 95.9% |
| 2.3 | Approve sustainability report | FOR | ● OPPOSE | The report is not prepared in accordance with a recognised standard. The company does not publish quantitative indicators for all material topics. The company has not set ambitious and quantitative targets for all material topics. The climate strategy is not aligned with the goals of the Paris Agreement. The company does not take adequate measures to reduce its CO2e emissions. | ✓ 98.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.7% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Peter Wilden | FOR | FOR | | ✓ 99.1% |
| 5.1.2 | Re-elect Dr. Patrick Aebischer | FOR | FOR | | ✓ 99.4% |
| 5.1.3 | Re-elect Ms. Jane Salik | FOR | ● OPPOSE | She has been a member of the board for 22 years, which exceeds Ethos' guidelines. | ✓ 95.8% |
| 5.1.4 | Re-elect Mr. Erik Schropp | FOR | FOR | | ✓ 93.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.1.5 | Re-elect Dr. Philippe Weber | FOR | ● OPPOSE | He is not independent (consultancy fees) and the board independence is insufficient (16.7%). He chairs the nomination committee and the composition of the board is unsatisfactory. | ✓ 94.6% |
| 5.2 | Elect Ms. Jo LeCouillard | FOR | FOR | | ✓ 99.9% |
| 5.3 | Re-elect Dr. Peter Wilden as board chair | FOR | FOR | | ✓ 99.1% |
| 5.4 | Elections to the nomination and remuneration committee | | | | |
| 5.4.1 | Re-elect Dr. Philippe A. Weber to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Weber to the board of directors, Ethos cannot approve Dr. Weber to the committee. | ✓ 90.8% |
| 5.4.2 | Re-elect Dr. Peter Wilden to the nomination and remuneration committee | FOR | FOR | | ✓ 92.7% |
| 5.5 | Re-elect BDO as auditors | FOR | FOR | | ✓ 99.9% |
| 5.6 | Re-elect ADROIT Attorneys as independent proxy | FOR | FOR | | ✓ 99.9% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 97.4% |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. | ✓ 96.2% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|--------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8% |
| 2 | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 98.8% |
| 3.1 | Elections to the board of directors | | | | |
| 3.1.1 | Re-elect Mr. Fidelis Götz as board member and elect him as chair | FOR | FOR | | ✓ 98.1% |
| 3.1.2 | Re-elect Mr. Martin Eberhard | FOR | FOR | | ✓ 96.6% |
| 3.1.3 | Re-elect Dr. Petra Salesny | FOR | ● OPPOSE | She is not independent (representative of an important shareholder, various reasons) and the board independence is insufficient (33.3%). She has a major conflict of interest that is incompatible with his role as board member. | ✓ 97.0% |
| 3.2 | Elections to the remuneration committee | | | | |
| 3.2.1 | Re-elect Mr. Martin Eberhard to the remuneration committee | FOR | FOR | | ✓ 96.3% |
| 3.2.2 | Re-elect Dr. Petra Salesny to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. iur. Salesny to the board of directors, Ethos cannot approve Dr. iur. Salesny to the committee. | ✓ 96.2% |
| 3.3 | Re-elect KBT Treuhand AG as independent proxy | FOR | FOR | | ✓ 99.5% |
| 3.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 99.8% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6% |
| | Counterproposal made by a shareholder: dividend of CHF 3.00 per share | OPPOSE | OPPOSE | Shareholders voting by proxy cannot approve in advance any unannounced proposal. | ✗ 0.5% |
| | Binding vote on the remuneration of the board of directors | | | | |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.4% |

| 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 | FOR | ✓ 90.3% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 98.8% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Luciano Gabriel as board member | FOR | FOR | ✓ 95.3% |
| 5.2 | Re-elect Mr. Henrik Saxborn | FOR | FOR | ✓ 92.8% |
| 5.3 | Re-elect Mr. Mark Abramson | FOR | FOR | ✓ 99.0% |
| 5.4 | Re-elect Ms. Corinne Denzler | FOR | FOR | ✓ 96.6% |
| 5.5 | Re-elect Mr. Adrian Dudle | FOR | FOR | ✓ 95.5% |
| 5.6 | Re-elect Ms. Katharina Lichtner | FOR | FOR | ✓ 98.7% |
| 6 | Re-elect Dr. Luciano Gabriel as board chair | FOR | FOR | ✓ 95.9% |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Mr. Henrik Saxborn to the remuneration committee | FOR | FOR | ✓ 93.4% |
| 7.2 | Re-elect Ms. Corinne Denzler to the remuneration committee | FOR | FOR | ✓ 98.4% |
| 7.3 | Re-elect Mr. Adrian Dudle to the remuneration committee | FOR | FOR | ✓ 96.6% |
| 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 | ✓ 98.7% |
| 10 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 98.2% |
| 11 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | ✓ 99.9% |

| 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 | | ✓ 86.5% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8% |
| 4 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> | ✓ 84.1% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Heinz Kundert | FOR | FOR | | ✓ 98.3% |
| 6.1.2 | Re-elect Dr. Beatrix Natter | FOR | FOR | | ✓ 87.0% |
| 6.1.3 | Re-elect Mr. Andreas Leutenegger | FOR | FOR | | ✓ 69.8% |
| 6.1.4 | Elect Ms. Déborah Carlson-Burkart | FOR | FOR | | ✓ 98.1% |
| 6.1.5 | Elect Dr. Monika Krüsi Schädle | FOR | FOR | | ✓ 97.7% |
| 6.2 | Re-elect Mr. Heinz Kundert as board chair | FOR | FOR | | ✓ 96.5% |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Dr. Beatrix Natter to the remuneration committee | FOR | FOR | | ✓ 86.8% |
| 6.3.2 | Elect Ms. Déborah Carlson-Burkart to the remuneration committee | FOR | FOR | | ✓ 91.7% |
| 6.4 | Re-elect Deloitte as 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> | ✓ 91.7% |
| 6.5 | Re-elect Buis Bürgi AG as independent proxy | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------|---------|
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.3% |
| 7.2 | Binding retrospective vote on the additional remuneration of the executive management | FOR | FOR | | ✓ 96.5% |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 90.8% |
| 8 | Amend articles of association: remuneration | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 93.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.2% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.1% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 97.7% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Raghuram Selvaraju | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (0.0%). | ✓ 97.6% |
| 4.1.2 | Re-elect Mr. Gregory Van Beek | FOR | ● OPPOSE | He chairs the audit committee, is not independent and the committee independence is insufficient. | ✓ 91.1% |
| 4.1.3 | Re-elect Mr. Peter de Svastich | FOR | ● OPPOSE | He is 82 years old, which exceeds Ethos' guidelines. He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 91.1% |
| 4.1.4 | Re-elect Mr. Thomas Elzinga | FOR | FOR | | ✓ 89.5% |
| 4.2 | Re-elect Dr. Raghuram Selvaraju as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Selvaraju to the board of directors, Ethos cannot approve Dr. Selvaraju as chair. | ✓ 97.4% |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Peter de Svastich to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. de Svastich to the board of directors, Ethos cannot approve Mr. de Svastich to the committee. | ✓ 90.8% |
| 4.3.2 | Re-elect Dr. Raghuram Selvaraju to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Selvaraju to the board of directors, Ethos cannot approve Dr. Selvaraju to the committee. | ✓ 95.2% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. The non-executive directors receive options. | ✓ 86.6% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 96.3%</p> <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>Past awards 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.</p> |
| 5.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 87.1%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 6 | Re-elect Mr. Thomas Hua as independent proxy | FOR | FOR | <p>✓ 99.3%</p> |
| 7 | Re-elect Forvis Mazars as auditors | FOR | FOR | <p>✓ 99.2%</p> |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 93.0%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 97.1% |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7% |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 78.0%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>✓ 91.9%</p> <p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of a peer group.</p> |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 90.6%</p> <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> |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 99.2% |
| 6.2 | Re-elect Mr. Roger Baillod | FOR | FOR | ✓ 99.6% |
| 6.3 | Re-elect Mr. Carl Illi | FOR | FOR | ✓ 99.7% |
| 6.4 | Re-elect Ms. Sarah Kreienbühl | FOR | FOR | ✓ 91.8% |
| 6.5 | Re-elect Mr. Daniel Grieder | FOR | FOR | ✓ 99.1% |
| 6.6 | Re-elect Mr. Thomas Oetterli | FOR | ● OPPOSE | <p>✓ 92.3%</p> <p>He is also a permanent member of the executive management (CEO).</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.7 | Re-elect Ms. Jennifer Maag | FOR | FOR | | ✓ 99.2% |
| 7 | Re-elect Mr. Thomas Oetterli as board chair | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ 89.0% |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Re-elect Ms. Sarah Kreienbühl to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 83.4% |
| 8.2 | Re-elect Mr. Daniel Grieder to the remuneration committee | FOR | FOR | | ✓ 96.6% |
| 8.3 | Elect Mr. Roger Baillod to the remuneration committee | FOR | FOR | | ✓ 98.9% |
| 9 | Re-elect Mr. Ulrich B. Mayer as independent proxy | FOR | FOR | | ✓ 99.7% |
| 10 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |

| Item | Agenda | Board | Ethos | Result |
|-------|-------------------------------------------------------------------------------------------------|------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 100.0% |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 96.5% |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.9% |
| 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. Nicolas Fulpius | FOR | FOR | ✓ 99.9% |
| 4.1.2 | Re-elect Mr. Stéphane Gard | FOR | FOR | ✓ 99.7% |
| 4.1.3 | Re-elect Prof. Dr. Guy Mustaki | FOR | FOR | ✓ 95.7% |
| 4.1.4 | Re-elect Mr. Alphonse-Marie Veuthey | FOR | ● OPPOSE | He is not independent (board tenure of 14 years) and the board independence is insufficient (22.2%). ✓ 92.2% |
| 4.2 | Re-appointment of Mr. François Vuille to the board of directors by the Vaud cantonal government | NON-VOTING | NON-VOTING | |
| 4.3 | Re-elect Prof. Dr. Guy Mustaki as board chair | FOR | FOR | ✓ 95.8% |
| 4.4 | Elections to the nomination and remuneration committee | | | |
| 4.4.1 | Re-elect Ms. Anne Bobillier to the nomination and remuneration committee | FOR | ● OPPOSE | She is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 91.8% |
| 4.4.2 | Re-elect Mr. Olivier Gfeller to the nomination and remuneration committee | FOR | FOR | ✓ 96.1% |
| 4.4.3 | Re-elect Mr. Alphonse-Marie Veuthey to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Veuthey to the board of directors, Ethos cannot approve Mr. Veuthey to the committee. ✓ 90.0% |
| 4.5 | Elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 98.0% |
| 4.6 | Re-elect Mr. Gabriel Cottier as independent proxy | FOR | FOR | ✓ 100.0% |
| 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 | FOR | ✓ 97.3% |

| Item | Agenda | Board | Ethos | Result |
|--------|-------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.8% |
| 2 | Approve sustainability report | FOR | FOR | ✓ 96.2% |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.6% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 96.3% |
| 5.1 | Amend articles of association: company seat | FOR | FOR | ✓ 99.4% |
| 5.2 | Renewal and expansion of the capital band | FOR | ● OPPOSE | ✓ 85.7% The main features of an incentive plan that could be financed by the capital band are not in line with Ethos' guidelines for such plans. |
| 5.3 | Create conditional capital for the conversion of convertible bonds | FOR | FOR | ✓ 94.5% |
| 5.4 | Create conditional capital for employee participation | FOR | ● OPPOSE | ✓ 89.1% The potential dilution is excessive. |
| 5.5 | Limitation of pre-emptive rights | FOR | FOR | ✓ 96.6% |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Gilbert Ghostine as board member and chair | FOR | FOR | ✓ 99.7% |
| 6.1.2 | Re-elect Dr. Karen Hübscher | FOR | FOR | ✓ 99.7% |
| 6.1.3 | Re-elect Dr. Shamiram Feinglass | FOR | FOR | ✓ 99.6% |
| 6.1.4 | Re-elect Dr. Mathai Mammen | FOR | FOR | ✓ 99.6% |
| 6.1.5 | Re-elect Mr. Graeme D. Pitkethly | FOR | FOR | ✓ 99.6% |
| 6.1.6 | Re-elect Mr. Michael Rechsteiner | FOR | FOR | ✓ 99.6% |
| 6.1.7 | Re-elect Mr. Urs Riedener | FOR | FOR | ✓ 92.7% |
| 6.1.8 | Re-elect Dr. Aarti Shah | FOR | FOR | ✓ 99.6% |
| 6.1.9 | Re-elect Mr. Yannis Skoufalos | FOR | FOR | ✓ 97.7% |
| 6.1.10 | Re-elect Ms. Maria Varsellona | FOR | FOR | ✓ 99.6% |
| 6.2 | Elections to the nomination and remuneration committee | | | |
| 6.2.1 | Re-elect Mr. Urs Riedener to the nomination and remuneration committee | FOR | FOR | ✓ 91.8% |
| 6.2.2 | Re-elect Mr. Michael Rechsteiner to the nomination and remuneration committee | FOR | FOR | ✓ 99.3% |
| 6.2.3 | Re-elect Dr. Aarti Shah to the nomination and remuneration committee | FOR | FOR | ✓ 99.3% |
| 6.2.4 | Re-elect Mr. Yannis Skoufalos to the nomination and remuneration committee | FOR | FOR | ✓ 97.8% |
| 6.2.5 | Re-elect Ms. Maria Varsellona to the nomination and remuneration committee | FOR | FOR | ✓ 99.2% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------|---------|
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 93.2% |
| 7.2 | 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. | ✓ 82.6% |
| 7.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 85.6% |
| 8 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |
| 9 | Re-elect Advoro Zurich as independent proxy | FOR | FOR | | ✓ 99.8% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.5% |
| 2 | Approve allocation of balance sheet result and offset of losses | FOR | FOR | | ✓ 99.0% |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 80.3% |
| 4.a | Discharge board members | FOR | FOR | | ✓ 97.7% |
| 4.b | Discharge members of the executive management | FOR | FOR | | ✓ 98.1% |
| 5 | Increase conditional capital for the employees | FOR | ● OPPOSE | The transparency of the share-based plan for which the requested capital is intended is insufficient. The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. | ✓ 75.7% |
| 6 | Elections to the board of directors | | | | |
| 6.a | Re-elect Dr. Thomas Meier as board member and chair | FOR | FOR | | ✓ 92.6% |
| 6.b | Re-elect Mr. Philipp Gutzwiller | FOR | FOR | | ✓ 98.4% |
| 6.c | Re-elect Mr. Bradley Meyer | FOR | FOR | | ✓ 94.2% |
| 6.d | Elect Dr. Melanie Rolli | FOR | FOR | | ✓ 97.9% |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.a | Re-elect Dr. Thomas Meier to the remuneration committee | FOR | FOR | | ✓ 89.4% |
| 7.b | Re-elect Mr. Bradley Meyer to the remuneration committee | FOR | ● OPPOSE | He is not independent (various reasons) and the committee does not include at least 50% independent members. | ✓ 91.0% |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 91.7% |
| 9.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration of the CEO is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive and not justified. | ✓ 79.0% |
| 9.b | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | Past awards do not allow confirmation of the link between pay and performance. The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan. | ✓ 89.4% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 9.c | Binding prospective vote on the long-term variable 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> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> | ✓ 89.1% |
| 10 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ 88.2% |
| 11 | Re-elect Dr. Balthasar Settelen as independent proxy | FOR | FOR | | ✓ 99.4% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 2 | Approve allocation of income and dividend | | | | |
| 2.1 | Approve dividend from retained earnings | FOR | FOR | | ✓ 99.9% |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | ✓ 99.6% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Michael Hauser | FOR | ● OPPOSE | <p>He chairs the nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 97.6% |
| 4.1.b | Re-elect Mr. Ruedi Huber | FOR | FOR | | ✓ 98.6% |
| 4.1.c | Re-elect Mr. Paul Zumbühl | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 18 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (33.3%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 99.3% |
| 4.2 | Elect Mr. Michael Hauser as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hauser to the board of directors, Ethos cannot approve Mr. Hauser as chair. | ✓ 97.4% |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.a | Re-elect Mr. Michael Hauser to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hauser to the board of directors, Ethos cannot approve Mr. Hauser to the committee. | ✓ 97.2% |
| 4.3.b | Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl to the committee. | ✓ 99.2% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------|---------|
| 4.4 | Re-elect KPMG as auditors | FOR | ● OPPOSE | The audit firm has been in office for 62 years, which exceeds Ethos' guidelines. | ✓ 96.1% |
| 4.5 | Re-elect KBT Treuhand AG as independent proxy | FOR | FOR | | ✓ 99.8% |
| 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 | ● OPPOSE | The remuneration of the chair is significantly higher than that of a peer group. | ✓ 95.2% |
| 5.2 | Binding votes on the remuneration of the executive management | FOR | FOR | | ✓ 93.3% |

| Item | Agenda | Board | Ethos | Result |
|-------|--------------------------------------------------------------------------|------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Chair's speech | NON-VOTING | NON-VOTING | |
| 2 | Review of the 2024 financial year | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9% |
| 3.2 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 89.2%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> |
| 4 | Advisory vote on the remuneration report | FOR | FOR | ✓ 77.4% |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ 95.2% |
| 6 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 7.1 | Elections to the board of directors | | | |
| 7.1.1 | Re-elect Dr. Daniel Bossard | FOR | FOR | ✓ 96.9% |
| 7.1.2 | Re-elect Ms. Vanessa Frey | FOR | FOR | ✓ 90.8% |
| 7.1.3 | Re-elect Mr. Lars van der Haegen | FOR | FOR | ✓ 97.6% |
| 7.1.4 | Re-elect Dr. Jacques Sanche | FOR | ● OPPOSE | <p>✓ 73.0%</p> <p>He is not independent (board tenure of 14 years) and the board independence is insufficient (42.9%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> |
| 7.1.5 | Re-elect Mr. Beat M. Siegrist | FOR | FOR | ✓ 89.2% |
| 7.1.6 | Re-elect Mr. Stephan Widrig | FOR | FOR | ✓ 97.6% |
| 7.1.7 | Re-elect Dr. Heinz O. Baumgartner as board member and chair | FOR | FOR | ✓ 89.0% |
| 7.2 | Elections to the nomination and remuneration committee | | | |
| 7.2.1 | Re-elect Dr. Daniel Bossard to the nomination and remuneration committee | FOR | FOR | ✓ 91.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.2.2 | Re-elect Ms. Vanessa Frey to the nomination and remuneration committee | FOR | FOR | | ✓ 85.2% |
| 7.2.3 | Re-elect Dr. Jacques Sanche to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Sanche to the board of directors, Ethos cannot approve Dr. oec. Sanche to the committee. | ✓ 70.6% |
| 7.3 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 99.9% |
| 7.4 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.8% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.1% |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.2% |

| 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 | | ✓ 73.1% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> | ✓ 94.6% |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.8% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Moritz Lechner as board member and co-chair | FOR | FOR | | ✓ 87.6% |
| 4.1.2 | Re-elect Dr. Felix Mayer as board member and co-chair | FOR | FOR | | ✓ 81.0% |
| 4.1.3 | Re-elect Dr. Anja König | FOR | FOR | | ✓ 98.9% |
| 4.1.4 | Re-elect Dr. Franz Studer | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 70.5% |
| 4.1.5 | Re-elect Mr. Henri Mrejen | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 74.2% |
| 4.1.6 | Elect Ms. Mirjana Blume | FOR | FOR | | ✓ 93.7% |
| 4.2 | Elections to the nomination and remuneration committee | | | | |
| 4.2.1 | Re-elect Dr. Moritz Lechner to the nomination and remuneration committee | FOR | FOR | | ✓ 77.1% |
| 4.2.2 | Re-elect Dr. Felix Mayer to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 27 years, various reasons) and the committee does not include at least 50% independent members. | ✓ 72.8% |
| 4.2.3 | Re-elect Dr. Anja König to the nomination and remuneration committee | FOR | FOR | | ✓ 97.0% |
| 4.3 | Re-elect KPMG as auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 85.2% |
| 4.4 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 99.8% |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------------------------------------------------------------------------|-------|-------|---------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.2% |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.3% |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 75.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.7% |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 78.9% |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 96.7% |
| 4 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 96.7% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 90.1% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. Hans-Peter Bauer | FOR | FOR | | ✓ 93.2% |
| 6.2 | Re-elect Mr. Andreas Hämmerli | FOR | FOR | | ✓ 93.2% |
| 6.3 | Re-elect Dr. Anja Römer | FOR | FOR | | ✓ 93.2% |
| 6.4 | Re-elect Ms. Carolin Schmäuser | FOR | ● OPPOSE | She has been a member of the board for 18 years, which exceeds Ethos' guidelines. | ✓ 81.3% |
| 6.5 | Re-elect Mr. Alexander Vögele as board member and chair | FOR | FOR | | ✓ 87.7% |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Andreas Hämmerli to the remuneration committee | FOR | FOR | | ✓ 92.7% |
| 7.2 | Re-elect Dr. Anja Römer to the remuneration committee | FOR | FOR | | ✓ 92.7% |
| 8 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 88.4% |
| 9 | Re-elect Mr. Pablo Bünger as independent proxy | FOR | FOR | | ✓ 97.8% |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.0% |
| 10.2 | 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. | ✓ 88.6% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 98.0% |
| 3.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.2% |
| 3.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.3% |
| 3.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 98.7% |
| 3.4 | Advisory vote on the remuneration report | FOR | FOR | ✓ 90.1% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.7% |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0% |
| 6 | Elections to the board of directors | | | |
| 6.a | Re-elect Dr. Peter Bauschatz | FOR | FOR | ✓ 99.7% |
| 6.b | Re-elect Ms. Tanja Birner | FOR | FOR | ✓ 99.4% |
| 6.c | Re-elect Mr. Niklaus H. Huber | FOR | FOR | ✓ 99.0% |
| 6.d | Re-elect Mr. Urs Kaufmann | FOR | ● OPPOSE | <p>✓ 94.6%</p> <p>He holds an excessive number of mandates.</p> <p>He is not independent (board tenure of 13 years) and the board independence is insufficient (37.5%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> |
| 6.e | Re-elect Mr. Thomas Oetterli as board member and chair | FOR | ● OPPOSE | <p>✓ 84.9%</p> <p>He holds an excessive number of mandates.</p> <p>He is not independent (board tenure of 14 years) and the board independence is insufficient (37.5%).</p> |
| 6.f | Re-elect Ms. Manuela Suter | FOR | FOR | ✓ 100.0% |
| 6.g | Re-elect Mr. Fabian Tschan | FOR | FOR | ✓ 97.1% |
| 6.h | Re-elect Mr. Jörg Walther | FOR | FOR | ✓ 99.6% |
| 7 | Elections to the nomination and remuneration committee | | | |
| 7.a | Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee | FOR | FOR | ✓ 93.8% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.b | Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Kaufmann to the board of directors, Ethos cannot approve Mr. Kaufmann to the committee. | ✓ 91.1% |
| 7.c | Elect Ms. Tanja Birner to the nomination and remuneration committee | FOR | FOR | | ✓ 99.0% |
| 8 | Re-elect Bürki Bolt Rechtsanwälte as independent proxy | FOR | FOR | | ✓ 99.9% |
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 32 years, which exceeds Ethos' guidelines. | ✓ 93.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------------------------------|------------|------------|------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Re-elect Kost, Forer, Gabbay & Kasierer (members of Ernst & Young Global) as auditors | FOR | ● OPPOSE | The audit firm has been in office for 28 years, which exceeds Ethos' guidelines. | ✓ 99.9% |
| 3 | Elections to the board of directors | | | | |
| 3.a | Re-elect Dr. Amir Lerman | FOR | FOR | | ✓ 100.0% |
| 3.b | Re-elect Mr. Ido Nouberger | FOR | FOR | | ✓ 100.0% |
| 3.c | Re-elect Dr. Itamar Offer | FOR | ● OPPOSE | The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 98.9% |
| 3.d | Re-elect Mr. Nir Rotenberg | FOR | FOR | | ✓ 100.0% |
| 4 | Approval of the payment of consulting fees to Dr. Itamar Offer (chair) | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 85.5% |
| 5 | Approval of the payment of an annual cash bonus to Lior Haalman (CFO) | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 98.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | The report and relevant indicators are not verified by an independent third party. The company does not publish quantitative indicators for all material topics. | ✓ 87.7% |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9% |
| 2.2 | Reduce share capital via repayment of nominal value | FOR | FOR | | ✓ 99.8% |
| 2.3 | Adjustment of the capital band | FOR | FOR | | ✓ 95.5% |
| 3 | Approve share split | FOR | FOR | | ✓ 99.6% |
| 4 | Discharge board members | FOR | FOR | | ✓ 99.0% |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 88.7% |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.7% |
| 5.3.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.7% |
| 5.3.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 95.9% |
| 5.3.3 | 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 potentially paid out is significantly higher than the amount requested at the general meeting. | ✓ 90.8% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Alexandra Brand | FOR | FOR | | ✓ 99.9% |
| 6.1.2 | Re-elect Ms. Elodie Cingari | FOR | FOR | | ✓ 99.3% |
| 6.1.3 | Re-elect Ms. Isabelle Welton | FOR | FOR | | ✓ 99.4% |
| 6.1.4 | Re-elect Prof. Dr. Wolfram Carius | FOR | FOR | | ✓ 99.4% |
| 6.1.5 | Re-elect Dr. Andreas Casutt | FOR | FOR | | ✓ 99.3% |
| 6.1.6 | Re-elect Dr. Martin Schmid | FOR | FOR | | ✓ 99.2% |
| 6.1.7 | Re-elect Dr. Beat R. Walti | FOR | FOR | | ✓ 98.5% |
| 6.2 | Re-elect Dr. Andreas Casutt as board chair | FOR | FOR | | ✓ 98.8% |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Ms. Isabelle Welton to the remuneration committee | FOR | FOR | | ✓ 96.4% |

| Item | Agenda | Board | Ethos | Result |
|-------|----------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------|----------|
| 6.3.2 | Re-elect Dr. Martin Schmid to the remuneration committee | FOR | FOR | ✓ 96.9% |
| 6.3.3 | Re-elect Dr. Beat R. Walti to the remuneration committee | FOR | FOR | ✓ 97.2% |
| 7 | Re-elect Mr. Rolf Freiermuth as independent proxy | FOR | FOR | ✓ 100.0% |
| 8 | Re-elect PricewaterhouseCoopers as auditors | FOR | <p>● OPPOSE</p> <p>The audit firm has been in office for 105 years, which exceeds Ethos' guidelines.</p> | ✓ 76.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 86.0% |
| 2 | Approve sustainability report | FOR | FOR | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.4% |
| 4 | Approve allocation of income | FOR | FOR | | ✓ 99.0% |
| 5 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 100.0% |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 92.3% |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.6% |
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 88.7% |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Prof. Dr. Werner J. Bauer | FOR | ● OPPOSE | He is 75 years old, which exceeds Ethos' guidelines. | ✓ 76.1% |
| 7.1.2 | Re-elect Mr. Thomas Dittrich | FOR | FOR | | ✓ 99.3% |
| 7.1.3 | Re-elect Dr. Mariel Hoch | FOR | FOR | | ✓ 96.3% |
| 7.1.4 | Re-elect Ms. Florence Jeantet | FOR | FOR | | ✓ 98.8% |
| 7.1.5 | Re-elect Mr. Abdallah Al Obeikan | FOR | FOR | | ✓ 85.0% |
| 7.1.6 | Re-elect Ms. Martine Snels | FOR | FOR | | ✓ 98.8% |
| 7.2.1 | Elect Mr. Ola Rollén | FOR | FOR | | ✓ 98.8% |
| 7.2.2 | Elect Mr. Niren Chaudhary | FOR | FOR | | ✓ 98.9% |
| 7.2.3 | Elect Mr. Urs Riedener | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 88.8% |
| 7.3 | Elect Mr. Ola Rollén as board chair | FOR | FOR | | ✓ 98.0% |
| 7.4 | Elections to the remuneration committee | | | | |
| 7.4.1 | Re-elect Prof. Dr. Werner J. Bauer to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Dr. Bauer to the board of directors, Ethos cannot approve Prof. Dr. Bauer to the committee. | ✓ 73.3% |
| 7.4.2 | Elect Mr. Niren Chaudhary to the remuneration committee | FOR | FOR | | ✓ 98.8% |
| 7.4.3 | Elect Mr. Urs Riedener to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Riedener to the board of directors, Ethos cannot approve Mr. Riedener to the committee. | ✓ 89.9% |
| 8 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result |
|------|---------------------------------------------|-------|-------|---------|
| 9 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 84.3% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 88.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Beat E. Lüthi as board member and chair | FOR | FOR | | ✓ 97.0% |
| 5.1.2 | Re-elect Mr. Oliver Baumann | FOR | FOR | | ✓ 97.9% |
| 5.1.3 | Re-elect Ms. Cornelia Gehrig | FOR | FOR | | ✓ 99.4% |
| 5.1.4 | Re-elect Mr. Thomas Huber | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 87.6% |
| 5.1.5 | Re-elect Mr. Gregor Plattner | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 81.3% |
| 5.1.6 | Re-elect Mr. Patrick Schär | FOR | FOR | | ✓ 84.8% |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Mr. Oliver Baumann to the nomination and remuneration committee | FOR | FOR | | ✓ 95.9% |
| 6.2 | Re-elect Dr. Beat E. Lüthi to the nomination and remuneration committee | FOR | FOR | | ✓ 96.3% |
| 6.3 | Re-elect Mr. Gregor Plattner to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Plattner to the board of directors, Ethos cannot approve Mr. Plattner to the committee. | ✓ 78.0% |
| 7 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 75.5% |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.9% |
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 91.4% |
| 10 | Re-elect BDO as auditors | FOR | FOR | | ✓ 94.6% |
| 11 | Re-elect v.FISCHER Recht AG as independent proxy | FOR | FOR | | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------|
| 1 | Creation of a capital band | FOR | FOR | ✓ 96.9% |
| 2 | Elections to the board of directors | | | |
| 2.1 | Elect Mr. Jens Rugseth | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%). ✓ 91.0% |
| 2.2 | Elect Mr. Rune Syversen | FOR | FOR | ✓ 95.1% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> | ✓ 91.8% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 62.3% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.7% |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. Daniel von Stockar | FOR | FOR | | ✓ 97.7% |
| 4.2 | Re-elect Mr. René Gilli | FOR | FOR | | ✓ 97.8% |
| 4.3 | Re-elect Ms. Andrea Sieber | FOR | FOR | | ✓ 97.8% |
| 4.4 | Re-elect Mr. Jörg Riboni | FOR | FOR | | ✓ 97.8% |
| 4.5 | Re-elect Mr. Till Spillmann | FOR | FOR | | ✓ 98.0% |
| 5 | Elect Mr. Till Spillmann as board chair | FOR | FOR | | ✓ 97.3% |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Ms. Andrea Sieber to the nomination and remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year. | ✓ 72.1% |
| 6.2 | Re-elect Mr. René Gilli to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year. | ✓ 98.0% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.3 | Elect Mr. Till Spillmann to the nomination and remuneration committee until completion of the acquisition of Crayon | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year. | ✓ 93.1% |
| 6.4 | Elect Mr. Rune Syversen to the nomination and remuneration committee from and subject to the completion of the acquisition of Crayon | FOR | FOR | | ✓ 93.4% |
| 7 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 94.8% |
| 8 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 98.2% |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The proposed increase relative to the previous year is excessive and not justified. | ✓ 97.8% |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 97.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 99.9% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✓ 92.2% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 95.2% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Gilbert Achermann as board member and chair | FOR | FOR | | ✓ 99.8% |
| 4.1.2 | Re-elect Mr. Gregory Behar | FOR | FOR | | ✓ 99.0% |
| 4.1.3 | Re-elect Ms. Lynn Bleil | FOR | FOR | | ✓ 95.4% |
| 4.1.4 | Re-elect Mr. Roland Diggelmann | FOR | FOR | | ✓ 91.8% |
| 4.1.5 | Re-elect Ms. Julie Tay | FOR | FOR | | ✓ 94.5% |
| 4.1.6 | Re-elect Mr. Ronald van der Vis | FOR | ● OPPOSE | He holds an excessive number of mandates. He has been a member of the board for 16 years, which exceeds Ethos' guidelines. | ✓ 86.9% |
| 4.1.7 | Re-elect Mr. Adrian Widmer | FOR | FOR | | ✓ 95.4% |
| 4.2 | Elect Ms. Laura Stoltenberg | FOR | FOR | | ✓ 99.8% |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Roland Diggelmann to the nomination and remuneration committee | FOR | FOR | | ✓ 90.6% |
| 4.3.2 | Re-elect Ms. Julie Tay to the nomination and remuneration committee | FOR | FOR | | ✓ 94.4% |
| 4.4 | Elect Mr. Gregory Behar to the nomination and remuneration committee | FOR | FOR | | ✓ 94.4% |
| 4.5 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 99.8% |
| 4.6 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 100.0% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 94.4% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 90.0%</p> |

| Item | Agenda | Board | Ethos | Result |
|------|----------------------------------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8% |
| 2 | Approve sustainability report | FOR | FOR | ✓ 98.7% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6% |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Roland Ledergerber as board member, board chair and member of the nomination and remuneration committee | FOR | FOR | ✓ 98.2% |
| 5.2 | Re-elect Mr. Rolf Birrer | FOR | FOR | ✓ 99.0% |
| 5.3 | Re-elect Prof. Dr. Andrea Cornelius | FOR | FOR | ✓ 99.6% |
| 5.4 | Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the nomination and remuneration committee | FOR | FOR | ✓ 95.1% |
| 5.5 | Re-elect Mr. Daniel Ott | FOR | FOR | ✓ 99.7% |
| 5.6 | Re-elect Prof. Dr. Cornelia Stengel | FOR | FOR | ✓ 99.7% |
| 5.7 | Re-elect Mr. Ivo Wechsler as member of the board and of the nomination and remuneration committee | FOR | FOR | ✓ 98.8% |
| 5.8 | Elect Mr. Stefan Scheiber | FOR | ● OPPOSE | He holds an excessive number of mandates. ✓ 98.3% |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.3% |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.4% |
| 6.3 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 87.9% |
| 7 | Re-elect rtwp Rechtsanwälte & Notare as independent proxy | FOR | FOR | ✓ 99.8% |
| 8 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 30 years, which exceeds Ethos' guidelines. ✓ 96.5% |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 97.9% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.9% |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Prof. Dr. Stefan Asenkerschbaumer | FOR | FOR | | ✓ 99.4% |
| 4.2 | Re-elect Dr. Christoph Franz | FOR | ● OPPOSE | <p>He is not independent (board tenure of 14 years, various reasons) and the board independence is insufficient (37.5%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 30% women without adequate justification.</p> | ✓ 90.1% |
| 4.3 | Re-elect Ms. Danijela Karelse | FOR | FOR | | ✓ 99.5% |
| 4.4 | Re-elect Mr. Wojciech Kostrzewa | FOR | FOR | | ✓ 98.6% |
| 4.5 | Re-elect Ms. Doris Leuthard | FOR | FOR | | ✓ 98.4% |
| 4.6 | Re-elect Mr. Hans-Peter Schwald | FOR | ● OPPOSE | He has been a member of the board for 36 years, which exceeds Ethos' guidelines. | ✓ 88.3% |
| 4.7 | Re-elect Mr. Peter Spuhler | FOR | FOR | | ✓ 92.0% |
| 4.8 | Re-elect Mr. Niko Warbanoff | FOR | ● OPPOSE | <p>He is not independent (business connections) and the board independence is insufficient (37.5%).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p> | ✓ 96.0% |
| 5 | Re-elect Mr. Peter Spuhler as board chair | FOR | FOR | | ✓ 90.2% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Dr. Christoph Franz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Franz to the board of directors, Ethos cannot approve Dr. Franz to the committee. | ✓ 84.2% |
| 6.2 | Re-elect Mr. Hans-Peter Schwald to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald to the committee. | ✓ 82.1% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-------|---------|
| 6.3 | Re-elect Mr. Peter Spuhler to the remuneration committee | FOR | FOR | ✓ 84.8% |
| 6.4 | Elect Ms. Doris Leuthard to the remuneration committee | FOR | FOR | ✓ 97.0% |
| 7 | Re-elect KPMG as auditors | FOR | FOR | ✓ 97.5% |
| 8 | Re-elect Mr. Ulrich B. Mayer as independent proxy | FOR | FOR | ✓ 99.9% |
| 9 | Advisory vote on the remuneration report | FOR | FOR | ✓ 84.8% |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.1% |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.6% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> | ✓ 95.4% |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 92.1% |
| 2 | Approve allocation of income and dividend | | | | |
| 2.1 | Dividend from retained earnings | FOR | FOR | | ✓ 99.7% |
| 2.2 | Dividend from capital contributions reserves | FOR | FOR | | ✓ 99.7% |
| 3 | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 73.6% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration. | ✓ 89.4% |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 97.0% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Adrian Stürm | FOR | ● OPPOSE | He has been a member of the board for 17 years, which exceeds Ethos' guidelines. | ✓ 94.5% |
| 5.1.2 | Re-elect Mr. Michael Hauser | FOR | ● OPPOSE | <p>The board has not established a nomination committee and the composition of the board is unsatisfactory.</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p> | ✓ 92.4% |
| 5.1.3 | Re-elect Mr. Christian Androschin | FOR | FOR | | ✓ 93.3% |
| 5.1.4 | Re-elect Mr. Bernhard Iseli | FOR | FOR | | ✓ 99.0% |
| 5.1.5 | Re-elect Mr. Till Fust | FOR | FOR | | ✓ 97.6% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-----------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.2 | Re-elect Mr. Michael Hauser as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hauser to the board of directors, Ethos cannot approve Mr. Hauser as chair. | ✓ 92.2% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Bernhard Iseli to the remuneration committee | FOR | FOR | | ✓ 98.0% |
| 5.3.2 | Elect Mr. Michael Hauser to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hauser to the board of directors, Ethos cannot approve Mr. Hauser to the committee. | ✓ 91.8% |
| 5.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 44 years, which exceeds Ethos' guidelines. | ✓ 94.6% |
| 5.5 | Re-elect rtwp rechtsanwälte & notare as independent proxy | FOR | FOR | | ✓ 99.1% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 99.9% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 89.3% |
| 2.1 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 2.2 | Adjustment of legal capital reserves and legal retained earnings | FOR | FOR | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.5% |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.5% |
| 5.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.4% |
| 5.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 92.5% |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 92.8% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Ms. Petra Rumpf as board member and chair | FOR | FOR | | ✓ 95.1% |
| 6.2 | Re-elect Ms. Xiaoqun Clever-Steg | FOR | FOR | | ✓ 99.5% |
| 6.3 | Re-elect Dr. Olivier A. Filliol | FOR | FOR | | ✓ 99.8% |
| 6.4 | Re-elect Mr. Marco Gadola | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 86.2% |
| 6.5 | Re-elect Mr. Stefan Meister | FOR | FOR | | ✓ 99.9% |
| 6.6 | Re-elect Dr. h.c. Thomas Straumann | FOR | FOR | | ✓ 98.5% |
| 6.7 | Re-elect Ms. Regula Wallimann | FOR | FOR | | ✓ 99.5% |
| 7 | Elections to the nomination and remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.1 | Re-elect Dr. Olivier A. Filliol to the nomination and remuneration committee | FOR | FOR | | ✓ 99.6% |
| 7.2 | Re-elect Mr. Marco Gadola to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Gadola to the board of directors, Ethos cannot approve Mr. Gadola to the committee. | ✓ 85.8% |
| 7.3 | Re-elect Ms. Regula Wallimann to the nomination and remuneration committee | FOR | FOR | | ✓ 99.3% |
| 8 | Re-elect NEOVIUS as independent proxy | FOR | FOR | | ✓ 99.4% |
| 9 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 95.5% |

| 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 | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 74.9% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The company abandons previous commitments to its sustainability strategy without adequate justification.</p> | ✓ 92.7% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.0% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 93.6% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 92.8% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. Suzanne Thoma as board member and chair | FOR | ● OPPOSE | She is also a permanent member of the executive management (CEO). | ✓ 82.9% |
| 6.2.1 | Re-elect Mr. Alexey V. Moskov | FOR | FOR | | ✓ 96.1% |
| 6.2.2 | Re-elect Mr. David Metzger | FOR | FOR | | ✓ 99.0% |
| 6.2.3 | Re-elect Mr. Markus Kammüller | FOR | FOR | | ✓ 99.5% |
| 6.2.4 | Re-elect Dr. Prisca Havranek-Kosicek | FOR | FOR | | ✓ 97.5% |
| 6.2.5 | Re-elect Dr. Hariolf Kottmann | FOR | FOR | | ✓ 96.5% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------|---------|
| 6.2.6 | Re-elect Mr. Per Utnegaard | FOR | ● OPPOSE | He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 89.0% |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Alexey V. Moskov to the remuneration committee | FOR | FOR | | ✓ 92.6% |
| 7.2 | Re-elect Mr. Markus Kammüller to the remuneration committee | FOR | FOR | | ✓ 95.4% |
| 7.3 | Re-elect Dr. Hariolf Kottmann to the remuneration committee | FOR | FOR | | ✓ 92.7% |
| 8 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 97.0% |
| 9 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 99.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 99.6% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 73.6% |
| 2 | Approve allocation of income and dividend | FOR | ● OPPOSE | The proposed allocation of income seems inappropriate, given the financial situation of the company. | ✓ 98.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.1% |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Mike Fries as board member and chair | 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> | ✓ 79.5% |
| 4.2.1 | Re-elect Mr. Adam Bird | FOR | FOR | | ✓ 94.7% |
| 4.2.2 | Re-elect Ms. Ingrid Deltenre | FOR | FOR | | ✓ 99.6% |
| 4.2.3 | Re-elect Mr. Thomas D. Meyer | FOR | FOR | | ✓ 99.3% |
| 4.2.4 | Re-elect Ms. Catherine Mühlemann | FOR | FOR | | ✓ 99.7% |
| 4.2.5 | Re-elect Mr. Enrique Rodriguez | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 97.2% |
| 4.2.6 | Re-elect Mr. Lutz Schüler | FOR | FOR | | ✓ 99.2% |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Mr. Adam Bird to the remuneration committee | FOR | FOR | | ✓ 92.6% |
| 5.2 | Re-elect Ms. Ingrid Deltenre to the remuneration committee | FOR | FOR | | ✓ 97.1% |
| 5.3 | Re-elect Mr. Enrique Rodriguez to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Rodriguez to the board of directors, Ethos cannot approve Mr. Rodriguez to the committee. | ✓ 95.3% |
| 6 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.6% |
| 7 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 99.8% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 97.2% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 8.2 | 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 remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 95.5%</p> |

| Item | Agenda | Board | Ethos | | Result |
|-------|------------------------------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.7% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 97.8% |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | The board of directors refuses to place a validly tabled shareholder resolution on the agenda . Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 55.7% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.7% |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4.1.1 | Binding prospective vote on the fixed remuneration of the board of directors (for board functions) | FOR | FOR | | ✓ 97.0% |
| 4.1.2 | Binding prospective vote on the fixed remuneration of the board of directors (for executive functions) | FOR | ● OPPOSE | The information provided is insufficient. The remuneration is significantly higher than that of a peer group. | ✓ 74.2% |
| 4.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 88.8% |
| 4.3 | Binding retrospective vote on the total variable remuneration of the executive members of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. Past awards do not allow confirmation of the link between pay and performance. | ✓ 72.7% |
| 4.4 | 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. Past awards do not allow confirmation of the link between pay and performance. | ✓ 74.6% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Ms. Nayla Hayek | FOR | ● OPPOSE | She has permanent operational functions. The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 76.0% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------|--------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.2 | Re-elect Mr. Ernst Tanner | FOR | ● OPPOSE | He has been a member of the board for 30 years, which exceeds Ethos' guidelines. He is 79 years old, which exceeds Ethos' guidelines. | ✓ 82.1% |
| 5.3 | Re-elect Ms. Daniela Aeschlimann | FOR | FOR | | ✓ 77.4% |
| 5.4 | Re-elect Mr. Nick Hayek Jr. | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 75.7% |
| 5.5 | Re-elect Mr. Marc A. Hayek | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO of Blancpain). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 80.4% |
| 5.6 | Re-elect Prof. Dr. Claude Nicollier | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. He is 81 years old, which exceeds Ethos' guidelines. | ✓ 85.1% |
| 5.7 | Re-elect Dr. Jean-Pierre Roth | FOR | ● OPPOSE | He is 79 years old, which exceeds Ethos' guidelines. | ✓ 86.5% |
| 5.8 | Shareholder's proposal: Elect Mr. Steven Wood | OPPOSE | ● FOR | The shareholder resolution is clearly phrased and properly substantiated. The shareholder resolution aims at improving the company's corporate governance. | ✗ 19.7% |
| 5.9 | Re-elect Ms. Nayla Hayek as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Ms. Hayek to the board of directors, Ethos cannot approve Ms. Hayek as chair. | ✓ 75.6% |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Ms. Nayla Hayek to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Ms. Hayek to the board of directors, Ethos cannot approve Ms. Hayek to the committee. | ✓ 74.1% |
| 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, Ethos cannot approve Mr. Tanner to the committee. | ✓ 81.4% |
| 6.3 | Re-elect Ms. Daniela Aeschlimann to the remuneration committee | FOR | FOR | | ✓ 81.1% |
| 6.4 | Re-elect Mr. Nick Hayek Jr. to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, Ethos cannot approve Mr. Hayek Jr. to the committee. | ✓ 73.2% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6.5 | Re-elect Mr. Marc A. Hayek to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hayek to the board of directors, Ethos cannot approve Mr. Hayek to the committee. | ✓ 73.6% |
| 6.6 | Re-elect Prof. Dr. Claude Nicollier to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Dr. Nicollier to the board of directors, Ethos cannot approve Prof. Dr. Nicollier to the committee. | ✓ 88.8% |
| 6.7 | Re-elect Dr. Jean-Pierre Roth to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Roth to the board of directors, Ethos cannot approve Dr. Roth to the committee. | ✓ 83.9% |
| 7 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 98.7% |
| 8 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 33 years, which exceeds Ethos' guidelines. | ✓ 88.3% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7% |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 91.3% |
| 1.3 | Approve sustainability report | FOR | ● OPPOSE | <p>Relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> | ✓ 83.4% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.7% |
| 3 | Discharge board members | FOR | FOR | | ✓ 98.5% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 93.8% |
| 4.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 93.8% |
| 4.3 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | FOR | | ✓ 93.4% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Dr. Rolf Dörig as board member and chair | FOR | ● OPPOSE | He has been a member of the board for 17 years, which exceeds Ethos' guidelines. | ✓ 86.7% |
| 5.2 | Re-elect Mr. Thomas Buess | FOR | FOR | | ✓ 98.1% |
| 5.3 | Re-elect Prof. Dr. Monika Bütler | FOR | FOR | | ✓ 94.1% |
| 5.4 | Re-elect Ms. Philomena Colatrella | FOR | FOR | | ✓ 98.5% |
| 5.5 | Re-elect Dr. Adrienne Corboud Fumagalli | FOR | FOR | | ✓ 95.3% |
| 5.6 | Re-elect Prof. Dr. Damir Filipovic | FOR | FOR | | ✓ 94.0% |
| 5.7 | Re-elect Mr. Stefan Loacker | FOR | FOR | | ✓ 97.7% |
| 5.8 | Re-elect Mr. Severin Moser | FOR | FOR | | ✓ 98.8% |
| 5.9 | Re-elect Prof. Dr. Henry M. Peter | FOR | ● OPPOSE | He has been a member of the board for 19 years, which exceeds Ethos' guidelines. | ✓ 88.6% |
| 5.10 | Re-elect Dr. Martin Schmid | FOR | FOR | | ✓ 91.0% |
| 5.11 | Re-elect Ms. Franziska Tschudi Sauber | FOR | ● OPPOSE | She has been a member of the board for 22 years, which exceeds Ethos' guidelines. | ✓ 85.4% |
| 5.12 | Re-elect Dr. Klaus Tschütscher | FOR | FOR | | ✓ 96.5% |
| | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------|---------|
| 5.13 | Elect Prof. Dr. Monika Bütler to the remuneration committee | FOR | FOR | | ✓ 93.4% |
| 5.14 | Re-elect Dr. Martin Schmid to the remuneration committee | FOR | FOR | | ✓ 88.1% |
| 5.15 | Re-elect Dr. Klaus Tschüscher to the remuneration committee | FOR | FOR | | ✓ 95.8% |
| 6 | Re-elect Zürcher Rechtsanwälte as independent proxy | FOR | FOR | | ✓ 99.7% |
| 7 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ 78.5% |
| 8 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.3% |

| 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 | ✓ 91.1% |
| 1.3 | Approve sustainability report | FOR | FOR | ✓ 96.1% |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.9% |
| 3 | Discharge board members | FOR | FOR | ✓ 99.1% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Jacques de Vaucleroy as board member and chair | FOR | FOR | ✓ 96.6% |
| 4.1.2 | Re-elect Ms. Karen Gavan | FOR | FOR | ✓ 99.6% |
| 4.1.3 | Re-elect Ms. Vanessa Lau | FOR | FOR | ✓ 99.6% |
| 4.1.4 | Re-elect Ms. Geraldine Matchett | FOR | FOR | ✓ 99.6% |
| 4.1.5 | Re-elect Mr. Joachim Oechsli | FOR | FOR | ✓ 99.7% |
| 4.1.6 | Re-elect Ms. Deanna Ong | FOR | FOR | ✓ 99.3% |
| 4.1.7 | Re-elect Mr. Jay Ralph | FOR | FOR | ✓ 99.2% |
| 4.1.8 | Re-elect Dr. Jörg Reinhardt | FOR | FOR | ✓ 99.2% |
| 4.1.9 | Re-elect Ms. Pia Tischhauser | FOR | FOR | ✓ 99.7% |
| 4.1.10 | Re-elect Mr. Larry Zimpleman | FOR | FOR | ✓ 99.4% |
| 4.1.11 | Elect Mr. Morten Hübbe | FOR | FOR | ✓ 97.9% |
| 4.1.12 | Elect Mr. George Quinn | FOR | FOR | ✓ 98.6% |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Ms. Deanna Ong to the remuneration committee | FOR | FOR | ✓ 97.5% |
| 4.2.2 | Re-elect Mr. Jay Ralph to the remuneration committee | FOR | FOR | ✓ 96.1% |
| 4.2.3 | Re-elect Dr. Jörg Reinhardt to the remuneration committee | FOR | FOR | ✓ 97.5% |
| 4.2.4 | Elect Mr. Morten Hübbe to the remuneration committee | FOR | FOR | ✓ 98.1% |
| 4.3 | Re-elect Proxy Voting Services as independent proxy | FOR | FOR | ✓ 99.9% |
| 4.4 | Re-elect KPMG as auditors | FOR | FOR | ✓ 99.7% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 86.7% The remuneration of the chair is significantly higher than that of a peer group. The remuneration of a board member exceeds the average remuneration of the members of the executive management without adequate justification. |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 5.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 94.3% |
| 5.3 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ 87.5% |
| 6 | Renewal of the capital band | FOR | FOR | | ✓ 93.9% |

| 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 | | ✓ 93.3% |
| 3 | Approve sustainability report | FOR | FOR | | ✓ 99.3% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 98.8% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.a | Re-elect Dr. Markus Dennler as board member and chair | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. | ✓ 93.2% |
| 6.1.b | Re-elect Mr. Jean-Christophe Pernollet | FOR | FOR | | ✓ 99.0% |
| 6.1.c | Re-elect Dr. Monica Dell'Anna | FOR | FOR | | ✓ 92.9% |
| 6.1.d | Re-elect Mr. Michael Ploog | FOR | FOR | | ✓ 94.7% |
| 6.1.e | Re-elect Mr. Paolo Buzzi | FOR | FOR | | ✓ 93.8% |
| 6.1.f | Re-elect Ms. Demetra Kalogerou | FOR | FOR | | ✓ 99.7% |
| 6.1.g | Re-elect Ms. Esther Finidori | FOR | FOR | | ✓ 99.7% |
| 6.1.h | Elect Mr. Hans-Rudolf Köng | FOR | FOR | | ✓ 99.5% |
| 6.2 | Elections to the remuneration committee | | | | |
| 6.2.a | Re-elect Dr. Monica Dell'Anna to the remuneration committee | FOR | FOR | | ✓ 91.8% |
| 6.2.b | Re-elect Mr. Paolo Buzzi to the remuneration committee | FOR | FOR | | ✓ 93.6% |
| 6.2.c | Elect Mr. Hans-Rudolf Köng to the remuneration committee | FOR | FOR | | ✓ 99.3% |
| 6.3 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 91.1% |
| 6.4 | Re-elect Mr. Juan Carlos Gil as independent proxy | FOR | FOR | | ✓ 99.8% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.3% |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.3% |
| 8 | Renewal of the capital band | FOR | FOR | | ✓ 99.1% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.3% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>There is a deterioration in key indicators on material issues over a 3-year period.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 87.2% |
| 3 | Approve allocation of income and dividend | | | | |
| 3.a | Approve dividend from retained earnings | FOR | FOR | | ✓ 99.3% |
| 3.b | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 99.3% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 96.5% |
| 5 | Elections to the board of directors | | | | |
| 5.a | Re-elect Dr. Lukas Braunschweiler | FOR | FOR | | ✓ 99.0% |
| 5.b | Re-elect Ms. Myra Eskes | FOR | FOR | | ✓ 96.7% |
| 5.c | Re-elect Dr. Oliver Fetzner | FOR | FOR | | ✓ 97.7% |
| 5.d | Re-elect Mr. Matthias Gillner | FOR | FOR | | ✓ 99.3% |
| 5.e | Re-elect Dr. Christa Kreuzburg | FOR | FOR | | ✓ 96.4% |
| 5.f | Re-elect Ms. Monica Manotas | FOR | FOR | | ✓ 99.2% |
| 5.g | Re-elect Dr. Daniel R. Marshak | FOR | FOR | | ✓ 99.1% |
| 6 | Re-elect Dr. Lukas Braunschweiler as board chair | FOR | FOR | | ✓ 98.9% |
| 7 | Elections to the remuneration committee | | | | |
| 7.a | Re-elect Ms. Myra Eskes to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 81.5% |
| 7.b | Re-elect Dr. Christa Kreuzburg to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 80.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.c | Re-elect Dr. Daniel R. Marshak to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting. | ✓ 83.8% |
| 8 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 98.2% |
| 9 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 99.9% |
| 10.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines. | ✗ 48.3% |
| 10.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.5% |
| 10.3 | 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. Past awards do not allow confirmation of the link between pay and performance. | ✓ 80.0% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | FOR | | ✓ 99.9% |
| 1.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✗ 44.3% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2% |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chair is significantly higher than that of a peer group. | ✓ 92.2% |
| 4.2 | 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 maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. | ✓ 84.9% |
| 5.1 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.7% |
| 5.2 | Amend capital band | FOR | ● OPPOSE | The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification. | ✓ 91.2% |
| 6 | Amend articles of association | FOR | FOR | | ✓ 99.9% |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Elect Ms. Felicia Alvaro | FOR | FOR | | ✓ 100.0% |
| 7.2.1 | Re-elect Mr. Thibault de Tersant as board member and chair | FOR | FOR | | ✓ 99.2% |
| 7.2.2 | Re-elect Mr. Maurizio Carli | FOR | FOR | | ✓ 99.3% |
| 7.2.3 | Re-elect Ms. Cecilia Hultén | FOR | FOR | | ✓ 99.1% |
| 7.2.4 | Re-elect Mr. Xavier Cauchois | FOR | FOR | | ✓ 99.5% |
| 7.2.5 | Re-elect Ms. Laurie Readhead | FOR | FOR | | ✓ 99.9% |
| 7.2.6 | Re-elect Dr. Michael Gorriz | FOR | FOR | | ✓ 99.5% |
| 8 | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------|-------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 8.1 | Re-elect Ms. Cecilia Hultén to the remuneration committee | FOR | ● OPPOSE | <p>She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 86.9% |
| 8.2 | Re-elect Mr. Maurizio Carli to the remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p> | ✓ 85.3% |
| 8.3 | Elect Dr. Michael Gorriz to the remuneration committee | FOR | FOR | | ✓ 97.6% |
| 9 | Re-elect KBLex SA as independent proxy | FOR | FOR | | ✓ 100.0% |
| 10 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | <p>The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.</p> | ✓ 78.0% |

| 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 | | ✓ 100.0% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Pietro P. Supino-Coninx as board member and chair | FOR | FOR | | ✓ 93.1% |
| 4.1.2 | Re-elect Ms. Pascale Bruderer | FOR | FOR | | ✓ 98.1% |
| 4.1.3 | Re-elect Dr. Stephanie Caspar | FOR | FOR | | ✓ 99.9% |
| 4.1.4 | Re-elect Ms. Claudia Coninx-Kaczynski | FOR | FOR | | ✓ 98.7% |
| 4.1.5 | Re-elect Dr. Sverre Munck | FOR | FOR | | ✓ 100.0% |
| 4.1.6 | Re-elect Mr. Konstantin Richter | FOR | FOR | | ✓ 98.7% |
| 4.1.7 | Elect Ms. Miriam Meckel | FOR | FOR | | ✓ 99.7% |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Re-elect Ms. Pascale Bruderer to the nomination and remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 94.8% |
| 4.2.2 | Re-elect Ms. Claudia Coninx-Kaczynski to the nomination and remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. | ✓ 96.0% |
| 4.2.3 | Elect Dr. Stephanie Caspar to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9% |
| 4.3 | Re-elect Dr. Gabriela Wyss as independent proxy | FOR | FOR | | ✓ 100.0% |
| 4.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 99.1% |
| 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 chair is significantly higher than that of a peer group. | ✓ 98.7% |
| 5.2 | Binding retrospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.9% |
| 5.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 88.7% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| 6 | Approve sustainability report | FOR | <p>● OPPOSE</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company has not set ambitious targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | <p>✓ 97.1%</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The company has not set ambitious and quantitative targets for all material topics.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> | ✓ 88.2% |
| 3 | Approve allocation of income | FOR | FOR | | ✓ 99.7% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6% |
| 5.1 | Increase conditional capital for the employees | FOR | ● OPPOSE | The potential dilution is excessive. | ✓ 91.0% |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. André Müller as board member and chair | FOR | FOR | | ✓ 98.5% |
| 6.2 | Re-elect Mr. Ulrich Looser | FOR | FOR | | ✓ 92.3% |
| 6.3 | Re-elect Mr. Markus Borchert | FOR | FOR | | ✓ 98.1% |
| 6.4 | Re-elect Ms. Karin Sonnenmoser | FOR | FOR | | ✓ 98.4% |
| 6.5 | Re-elect Ms. Elke Eckstein | FOR | FOR | | ✓ 99.2% |
| 6.6 | Re-elect Mr. Fabian Rauch | FOR | FOR | | ✓ 98.3% |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Mr. Ulrich Looser to the nomination and remuneration committee | FOR | FOR | | ✓ 95.1% |
| 7.2 | Re-elect Mr. Markus Borchert to the nomination and remuneration committee | FOR | FOR | | ✓ 97.6% |
| 8.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 94.4% |
| 8.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 94.9% |
| 8.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 96.7% |
| 9 | Re-elect KBT Treuhand as independent proxy | FOR | FOR | | ✓ 99.3% |
| 10 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 98.2% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3% |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 86.7%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 3 | Approve sustainability report | FOR | ● OPPOSE | <p>✓ 89.5%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The company does not publish quantitative indicators for all material topics.</p> <p>The company abandons previous commitments to its sustainability strategy without adequate justification.</p> <p>The company has stopped publishing key quantitative indicators on its material topics without adequate justification.</p> <p>The climate strategy is not aligned with the goals of the Paris Agreement.</p> |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8% |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ 96.1% |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Thomas Colm Kelleher as board member and chair | FOR | FOR | ✓ 90.0% |
| 6.2 | Re-elect Mr. Lukas Gähwiler | FOR | FOR | ✓ 89.5% |
| 6.3 | Re-elect Mr. Jeremy Anderson | FOR | FOR | ✓ 99.1% |
| 6.4 | Re-elect Mr. William Dudley | FOR | FOR | ✓ 99.3% |
| 6.5 | Re-elect Mr. Patrick Firmenich | FOR | FOR | ✓ 99.3% |
| 6.6 | Re-elect Prof. Dr. Fred Hu | FOR | FOR | ✓ 99.1% |
| 6.7 | Re-elect Mr. Mark Hughes | FOR | FOR | ✓ 99.4% |
| 6.8 | Re-elect Ms. Gail Patricia Kelly | FOR | FOR | ✓ 86.3% |
| 6.9 | Re-elect Ms. Julie G. Richardson | FOR | FOR | ✓ 98.5% |
| 6.10 | Re-elect Ms. Jeanette Wong | FOR | FOR | ✓ 98.8% |
| 6.11 | Elect Ms. Renata Jungo Brüngger | FOR | FOR | ✓ 78.2% |
| 6.12 | Elect Ms. Lila Tretikov | FOR | FOR | ✓ 99.4% |
| 7 | Elections to the remuneration committee | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.1 | Re-elect Ms. Julie G. Richardson to the remuneration committee | FOR | FOR | | ✓ 95.2% |
| 7.2 | Re-elect Ms. Jeanette Wong to the remuneration committee | FOR | FOR | | ✓ 97.0% |
| 7.3 | Elect Ms. Gail Patricia Kelly to the remuneration committee | FOR | FOR | | ✓ 89.8% |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 90.9% |
| 8.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <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 potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ 89.7% |
| 8.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 92.7% |
| 9.1 | Re-elect ADB Altorfer Duss & Beilstein AG as independent proxy | FOR | FOR | | ✓ 99.8% |
| 9.2 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 27 years, which exceeds Ethos' guidelines. | ✓ 89.8% |
| 10 | Reduce share capital via cancellation of shares | FOR | ● OPPOSE | The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 94.2% |
| 11 | Approve share buyback programme | FOR | ● OPPOSE | <p>The amount of the repurchase is inappropriate given the financial situation and perspectives of the company.</p> <p>The company proposes to cancel shares despite its significant capital need.</p> | ✓ 93.5% |

| Item | Agenda | Board | Ethos | | Result |
|------|-------------------------------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.2% |
| 2 | Approve sustainability report | FOR | FOR | | ✓ 93.2% |
| 3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 91.6% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 98.3% |
| 5 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.4% |
| 6 | Amend articles of association: remuneration | FOR | ● OPPOSE | The amendment has a negative impact on the interests of the shareholders. | ✓ 90.0% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 91.8% |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 91.4% |
| 7.3 | Binding prospective vote on the short-term variable remuneration of the executive management for 2025 | FOR | FOR | | ✓ 89.6% |
| 7.4 | Binding prospective vote on the short-term variable remuneration of the executive management for 2026 | FOR | FOR | | ✓ 88.8% |
| 8 | Elections to the board of directors | | | | |
| 8.1 | Re-elect Mr. Markus Gygax as board member and chair | FOR | FOR | | ✓ 95.8% |
| 8.2 | Re-elect Prof. Dr. Christoph B. Bühler | FOR | FOR | | ✓ 82.2% |
| 8.3 | Re-elect Ms. Barbara Artmann | FOR | FOR | | ✓ 97.2% |
| 8.4 | Re-elect Dr. Maya Bundt | FOR | FOR | | ✓ 94.8% |
| 8.5 | Re-elect Mr. Roger Harlacher | FOR | FOR | | ✓ 95.0% |
| 8.6 | Re-elect Dr. Roland Herrmann | FOR | FOR | | ✓ 98.3% |
| 8.7 | Re-elect Ms. Marion Khüny | FOR | FOR | | ✓ 98.1% |
| 8.8 | Re-elect Mr. Ronald Trächsel | FOR | FOR | | ✓ 98.0% |
| 9 | Elections to the nomination and remuneration committee | | | | |
| 9.1 | Re-elect Dr. Maya Bundt to the nomination and remuneration committee | FOR | FOR | | ✓ 94.0% |
| 9.2 | Re-elect Mr. Markus Gygax to the nomination and remuneration committee | FOR | FOR | | ✓ 95.0% |
| 9.3 | Re-elect Mr. Roger Harlacher to the nomination and remuneration committee | FOR | FOR | | ✓ 96.0% |

| Item | Agenda | Board | Ethos | Result |
|------|---------------------------------------------|-------|-------|---------|
| 10 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 88.9% |
| 11 | Re-elect burckhardt AG as independent proxy | FOR | FOR | ✓ 96.9% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7% |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 99.3% |
| 3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 98.5% |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.5% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Manuel Leuthold | FOR | ● OPPOSE | The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory. | ✓ 98.2% |
| 5.1.b | Re-elect Mr. Jaume Martos Sabater | FOR | ● OPPOSE | He has permanent operational functions. | ✓ 98.2% |
| 5.1.c | Re-elect Mr. Taner Alicehic | FOR | ● OPPOSE | He has a major conflict of interest that is incompatible with his role as board member. | ✓ 98.2% |
| 5.1.d | Re-elect Mr. Stefan Buser | FOR | FOR | | ✓ 94.6% |
| 5.1.e | Re-elect Mr. Dany Roizman | FOR | FOR | | ✓ 99.5% |
| 5.1.f | Re-elect Dr. Beat Schwab | FOR | FOR | | ✓ 99.5% |
| 5.1.g | Re-elect Mr. Grégoire Baudin | FOR | FOR | | ✓ 99.6% |
| 5.2 | Re-elect Mr. Manuel Leuthold as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Leuthold to the board of directors, Ethos cannot approve Mr. Leuthold as chair. | ✓ 98.2% |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.a | Re-elect Mr. Stefan Buser to the remuneration committee | FOR | FOR | | ✓ 92.8% |
| 5.3.b | Re-elect Dr. Beat Schwab to the remuneration committee | FOR | FOR | | ✓ 99.1% |
| 5.4 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.6% |
| 5.5 | Re-elect Buis Bürgi as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.9% |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.0% |

| Item | Agenda | Board | Ethos | Result |
|-------|------------------------------------------------------------------------------------------------|-------|-------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.2% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 95.9% |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 97.5% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Martin Komischke as board member and chair | FOR | FOR | ✓ 99.3% |
| 4.1.2 | Re-elect Mr. Urs Leinhäuser | FOR | FOR | ✓ 99.0% |
| 4.1.3 | Re-elect Dr. Hermann Gerlinger | FOR | FOR | ✓ 98.9% |
| 4.1.4 | Re-elect Dr. Libo Zhang | FOR | FOR | ✓ 96.1% |
| 4.1.5 | Re-elect Mr. Daniel Lippuner | FOR | FOR | ✓ 99.2% |
| 4.1.6 | Re-elect Prof. Petra Denk | FOR | FOR | ✓ 99.7% |
| 4.1.7 | Re-elect Mr. Thomas Piliszczuk | FOR | FOR | ✓ 99.6% |
| 4.1.8 | Elect Ms. Clara-Ann Gordon | FOR | FOR | ✓ 99.7% |
| 4.1.9 | Elect Mr. Michael Allison | FOR | FOR | ✓ 98.9% |
| 4.2 | Elections to the nomination and remuneration committee | | | |
| 4.2.1 | Re-elect Mr. Urs Leinhäuser to the nomination and remuneration committee | FOR | FOR | ✓ 98.5% |
| 4.2.2 | Re-elect Dr. Hermann Gerlinger to the nomination and remuneration committee | FOR | FOR | ✓ 98.7% |
| 4.2.3 | Re-elect Dr. Libo Zhang to the nomination and remuneration committee | FOR | FOR | ✓ 94.7% |
| 5 | Re-elect Mr. Roger Föhn as independent proxy | FOR | FOR | ✓ 99.9% |
| 6 | Re-elect KPMG as auditors | FOR | FOR | ✓ 97.5% |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 89.3% |
| 7.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.8% |
| 7.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.5% |
| 7.4 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 97.3% |
| 7.5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.3% |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Auditor's report | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual report and statutory financial statements | FOR | FOR | | ✓ 99.8% |
| 4 | Approve consolidated financial statements | FOR | FOR | | ✓ 99.8% |
| 5 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8% |
| 6 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. | ✓ 98.2% |
| 7 | Approve sustainability report | FOR | FOR | | ✓ 99.5% |
| 8 | Discharge board members | FOR | FOR | | ✓ 99.8% |
| 9 | Elections to the board of directors | | | | |
| 9.1 | Re-elect Mr. Philippe Hebeisen | FOR | FOR | | ✓ 99.7% |
| 9.2 | Re-elect Mr. Martin Albers | FOR | FOR | | ✓ 99.7% |
| 9.3 | Re-elect Ms. Nathalie Bourquenoud | FOR | FOR | | ✓ 99.4% |
| 9.4 | Re-elect Mr. Javier Fernandez-Cid | FOR | FOR | | ✓ 99.0% |
| 9.5 | Re-elect Ms. Eftychia Fischer | FOR | FOR | | ✓ 99.7% |
| 9.6 | Re-elect Mr. Peter Kofmel | FOR | ● OPPOSE | He has been a member of the board for 26 years, which exceeds Ethos' guidelines. He chairs the audit committee, is not independent and the committee independence is insufficient. | ✓ 98.8% |
| 9.7 | Re-elect Mr. Cédric Moret | FOR | FOR | | ✓ 99.4% |
| 9.8 | Re-elect Mr. Jean-Philippe Rochat | FOR | ● OPPOSE | He has been a member of the board for 16 years, which exceeds Ethos' guidelines. | ✓ 98.8% |
| 9.9 | Elect Ms. Hélène Béguin | FOR | FOR | | ✓ 99.7% |
| 10 | Re-elect Mr. Philippe Hebeisen as board chair | FOR | FOR | | ✓ 99.7% |
| 11 | Elections to the remuneration committee | | | | |
| 11.1 | Re-elect Mr. Jean-Philippe Rochat to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Rochat to the board of directors, Ethos cannot approve Mr. Rochat to the committee. | ✓ 98.3% |
| 11.2 | Re-elect Ms. Nathalie Bourquenoud to the remuneration committee | FOR | FOR | | ✓ 99.1% |
| 11.3 | Re-elect Mr. Cédric Moret to the remuneration committee | FOR | FOR | | ✓ 98.9% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|-------|---------|
| 12.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.5% |
| 12.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5% |
| 13 | Re-elect ACTA Notaires et Associés as independent proxy | FOR | FOR | ✓ 99.7% |
| 14 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 99.7% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 1.1 | Approve sustainability report | FOR | FOR | | ✓ 99.0% |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 97.7% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 4.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. | ✓ 91.0% |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive and not justified. | ✓ 92.7% |
| 4.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.5% |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Sönke Bandixen | FOR | ● OPPOSE | He is not independent (board tenure of 13 years) and the board independence is insufficient (37.5%). | ✓ 96.3% |
| 5.1.2 | Re-elect Mr. Claude R. Cornaz as board member and chair | FOR | ● OPPOSE | The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes. | ✓ 94.2% |
| 5.1.3 | Re-elect Mr. Pascal Cornaz | FOR | FOR | | ✓ 97.9% |
| 5.1.4 | Re-elect Mr. Richard Fritschi | FOR | FOR | | ✓ 95.7% |
| 5.1.5 | Re-elect Ms. Raffaella Marzi | FOR | FOR | | ✓ 97.4% |
| 5.1.6 | Re-elect Dr. Diane Nicklas | FOR | FOR | | ✓ 99.9% |
| 5.1.7 | Re-elect Mr. Jean-Philippe Rochat | FOR | ● OPPOSE | He has been a member of the board for 19 years, which exceeds Ethos' guidelines. | ✓ 95.4% |
| 5.1.8 | Re-elect Mr. Urs Ryffel | FOR | FOR | | ✓ 99.9% |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Cornaz to the board of directors, Ethos cannot approve Mr. Cornaz to the committee. | ✓ 91.2% |
| 5.2.2 | Re-elect Mr. Richard Fritschi to the nomination and remuneration committee | FOR | FOR | | ✓ 95.1% |

| Item | Agenda | Board | Ethos | | Result |
|-------|---------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------|----------|
| 5.2.3 | Re-elect Ms. Raffaella Marzi to the nomination and remuneration committee | FOR | FOR | | ✓ 96.4% |
| 5.3 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 100.0% |
| 5.4 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 30 years, which exceeds Ethos' guidelines. | ✓ 90.0% |

| 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.a | Binding retrospective vote on the remuneration of the board of directors | FOR | FOR | | ✓ 99.8% |
| 2.b | Binding retrospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.2% |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.9% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.4% |
| 5 | Elections to the board of directors | | | | |
| 5.a | Re-elect Dr. Patrick L. Krauskopf as board member and chair | FOR | ● OPPOSE | <p>He is also a permanent member of the executive management (co-CEO).</p> <p>The board has not established a nomination committee and has less than 30% women without adequate justification.</p> | ✓ 99.4% |
| 5.b | Re-elect Mr. Pascal Blanquet | FOR | FOR | | ✓ 99.5% |
| 5.c | Re-elect Mr. Jacques Stephan | FOR | FOR | | ✓ 99.8% |
| 5.d | Re-elect Mr. Bertrand Raemy | FOR | ● OPPOSE | <p>He is not independent (business connections) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 99.9% |
| 5.e | Re-elect Ms. Valérie Stephan | FOR | ● OPPOSE | She has permanent operational functions. | ✓ 100.0% |
| 6 | Elections to the remuneration committee | | | | |
| 6.a | Re-elect Mr. Pascal Blanquet to the remuneration committee | FOR | FOR | | ✓ 99.5% |
| 6.b | Re-elect Mr. Bertrand Raemy to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Raemy to the board of directors, Ethos cannot approve Mr. Raemy to the committee. | ✓ 99.9% |
| 7 | Re-elect Mr. Nicolas Passaplan as independent proxy | FOR | FOR | | ✓ 100.0% |
| 8 | Re-elect KPMG as auditors | FOR | ● OPPOSE | The audit report does not include material key audit matters. | ✓ 98.9% |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9% |
| 2 | Approve sustainability report | FOR | ● OPPOSE | The report and relevant indicators are not verified by an independent third party. The company does not take adequate measures to reduce its CO2e emissions. | ✓ 97.8% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9% |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9% |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Andreas Utermann | FOR | FOR | | ✓ 96.0% |
| 5.2 | Re-elect Dr. Maja Regula Baumann | FOR | FOR | | ✓ 96.6% |
| 5.3 | Re-elect Dr. Elisabeth Bourqui | FOR | FOR | | ✓ 99.2% |
| 5.4 | Re-elect Ms. Kristine Braden | FOR | FOR | | ✓ 99.9% |
| 5.5 | Re-elect Mr. David Alan Cole | FOR | FOR | | ✓ 99.8% |
| 5.6 | Re-elect Ms. Annika Falkengren | FOR | FOR | | ✓ 92.0% |
| 5.7 | Re-elect Mr. Stefan Locker | FOR | FOR | | ✓ 96.0% |
| 5.8 | Re-elect Ms. Mary Pang | FOR | FOR | | ✓ 99.8% |
| 5.9 | Re-elect Mr. Björn Wettergren | FOR | FOR | | ✓ 93.2% |
| 5.10 | Elect Dr. Zeno Staub | FOR | FOR | | ✓ 99.6% |
| 6 | Re-elect Mr. Andreas Utermann as board chair | FOR | FOR | | ✓ 95.0% |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Ms. Annika Falkengren to the nomination and remuneration committee | FOR | FOR | | ✓ 89.9% |
| 7.2 | Re-elect Mr. Andreas Utermann to the nomination and remuneration committee | FOR | ● OPPOSE | He receives a remuneration that is excessive and not in line with generally accepted best practice standards. | ✓ 90.9% |
| 7.3 | Re-elect Mr. Björn Wettergren to the nomination and remuneration committee | FOR | FOR | | ✓ 89.6% |
| 7.4 | Elect Mr. Stefan Locker to the nomination and remuneration committee | FOR | FOR | | ✓ 96.0% |
| 8 | Re-elect Vischer AG as independent proxy | FOR | FOR | | ✓ 100.0% |
| 9 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 42 years, which exceeds Ethos' guidelines. | ✓ 90.8% |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------------------------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 10.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> | ✓ 81.8% |
| 10.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration is significantly higher than that of a peer group.</p> | ✓ 96.8% |
| 10.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.4% |
| 10.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | <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 potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ 96.8% |
| 10.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.2% |
| 10.6 | Binding retrospective vote on an additional amount for the 2021 long-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.3% |
| 11 | Amend articles of association: remuneration | FOR | ● OPPOSE | <p>The amendment has a negative impact on the interests of the shareholders.</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> | ✓ 97.2% |

| 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 | | ✓ 99.1% |
| 3 | Discharge board members, executive management and statutory auditors | FOR | FOR | | ✓ 98.1% |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. Mauro Pedrazzini | FOR | FOR | | ✓ 98.6% |
| 4.2.1 | Elect Dr. Stephan Ochsner | FOR | FOR | | ✓ 99.1% |
| 4.2.2 | Elect Ms. Barbara Ofner | FOR | FOR | | ✓ 99.2% |
| 4.3 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 99.7% |
| 5 | Approve share buyback programme | FOR | ● OPPOSE | <p>The length of the authorisation exceeds 24 months.</p> <p>The purpose of the repurchase is incompatible with the long-term interests of minority shareholders and with those of the majority of the company's stakeholders.</p> | ✓ 96.7% |
| 6.1 | Amend articles of association: reduce the term of office of board members | FOR | FOR | | ✓ 99.6% |
| 6.2 | Amend articles of association: company announcements | FOR | FOR | | ✓ 99.8% |

| Item | Agenda | Board | Ethos | | Result |
|-------|-----------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0% |
| 1.2 | Approve sustainability report | FOR | ● OPPOSE | <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The company does not take adequate measures to reduce its CO2e emissions.</p> | ✓ 97.4% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.3% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0% |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Matthias Reinhart as member and chair of the board | FOR | FOR | | ✓ 96.9% |
| 4.2.1 | Re-elect Mr. Roland Iff | FOR | ● OPPOSE | <p>He has been a member of the board for 19 years, which exceeds Ethos' guidelines.</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ 88.4% |
| 4.2.2 | Re-elect Dr. Albrecht Langhart | FOR | ● OPPOSE | <p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> | ✓ 88.8% |
| 4.2.3 | Re-elect Mr. Roland Ledergerber | FOR | FOR | | ✓ 94.5% |
| 4.2.4 | Re-elect Mr. Olivier de Perregaux | FOR | FOR | | ✓ 99.5% |
| 4.2.5 | Re-elect Ms. Nadia Tarolli Schmidt | FOR | FOR | | ✓ 99.9% |
| 4.2.6 | Re-elect Ms. Henriette Wendt | FOR | FOR | | ✓ 99.6% |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Roland Ledergerber to the remuneration committee | FOR | FOR | | ✓ 91.2% |
| 4.3.2 | Re-elect Mr. Matthias Reinhart to the remuneration committee | FOR | FOR | | ✓ 99.7% |
| 4.3.3 | Elect Ms. Henriette Wendt to the remuneration committee | FOR | FOR | | ✓ 99.6% |
| 5 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 100.0% |
| 6 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | | ✓ 98.7% |

| Item | Agenda | Board | Ethos | Result |
|------|-------------------------------------------------------------------------------------------|-------|-------|----------|
| 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 | ✓ 100.0% |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.9% |
| 7.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 86.8% |

| Item | Agenda | Board | Ethos | Result |
|-------|---------------------------------------------------------------------------------------------------------------------|-------|-------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.9% |
| 1.2 | Approve sustainability report | FOR | FOR | ✓ 97.1% |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 93.6% |
| 2 | Approve allocation of income and dividend | | | |
| 2.1 | Approve dividend from retained earnings | FOR | FOR | ✓ 99.9% |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 99.8% |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 97.1% |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Oliver Riemenschneider | FOR | FOR | ✓ 99.6% |
| 4.1.2 | Re-elect Ms. Prisca Hafner | FOR | FOR | ✓ 97.6% |
| 4.1.3 | Re-elect Mr. Tobias Knechtle | FOR | FOR | ✓ 99.8% |
| 4.1.4 | Re-elect Ms. Petra Rumpf | FOR | FOR | ✓ 99.8% |
| 4.1.5 | Re-elect Dr. Jürg Werner | FOR | FOR | ✓ 97.0% |
| 4.1.6 | Elect Ms. Franziska Gsell | FOR | FOR | ✓ 99.6% |
| 4.1.7 | Elect Dr. Carsten Liesener | FOR | FOR | ✓ 99.6% |
| 4.2 | Re-elect Mr. Oliver Riemenschneider as board chair | FOR | FOR | ✓ 99.2% |
| 4.3 | Elections to the nomination and remuneration committee | | | |
| 4.3.1 | Re-elect Ms. Prisca Hafner to the nomination and remuneration committee | FOR | FOR | ✓ 96.5% |
| 4.3.2 | Re-elect Dr. Jürg Werner to the nomination and remuneration committee | FOR | FOR | ✓ 95.9% |
| 4.3.3 | Elect Ms. Franziska Gsell to the nomination and remuneration committee | FOR | FOR | ✓ 99.4% |
| 4.4 | Re-elect Blum & Partner AG as independent proxy | FOR | FOR | ✓ 97.6% |
| 4.5 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 99.6% |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.9% |
| 5.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 96.9% |
| 5.3 | Binding prospective vote on the total variable remuneration of the executive management for the financial year 2025 | FOR | FOR | ✓ 96.5% |

| Item | Agenda | Board | Ethos | Result |
|------|---------------------------------------------------------------------------------------------------------------------|-------|-------|---------|
| 5.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 96.8% |
| 5.5 | Binding prospective vote on the total variable remuneration of the executive management for the financial year 2026 | FOR | FOR | ✓ 96.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------------------------------|-------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.6% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.7% |
| 4 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 88.7% |
| 5.1 | Creation of a capital band | FOR | ● OPPOSE | <p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> | ✓ 81.4% |
| 5.2 | Amend articles of association: remunerations | FOR | FOR | | ✓ 97.4% |
| | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Kurt Ritz as board member and chair | FOR | ● OPPOSE | The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 87.4% |
| 6.2 | Re-elect Mr. Stephan A. Müller | FOR | FOR | | ✓ 99.4% |
| 6.3 | Re-elect Ms. Tanja Temel | FOR | FOR | | ✓ 99.3% |
| 6.4 | Re-elect Dr. Roland Müller | FOR | FOR | | ✓ 99.3% |
| | Elections to the remuneration committee | | | | |
| 6.5 | Re-elect Mr. Kurt Ritz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Ritz to the board of directors, Ethos cannot approve Mr. Ritz to the committee. | ✓ 86.8% |
| 6.6 | Re-elect Mr. Stephan A. Müller to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee includes all board members. | ✓ 93.5% |
| 6.7 | Re-elect Ms. Tanja Temel to the remuneration committee | FOR | FOR | | ✓ 98.6% |
| 6.8 | Re-elect Dr. Roland Müller to the remuneration committee | FOR | FOR | | ✓ 98.6% |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.3% |
| 8.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 96.3% |
| 8.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 95.8% |
| 9 | Re-elect SwissLegal Dürr + Partner as independent proxy | FOR | FOR | | ✓ 99.7% |

| Item | Agenda | Board | Ethos | | Result |
|------|------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------|---------|
| 10 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. | ✓ 94.0% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6% |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. | ✓ 97.2% |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.0% |
| 4 | Increase of the capital band | FOR | ● OPPOSE | <p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The dilution due to capital increases without pre-emptive rights in the past three years is excessive.</p> | ✓ 97.2% |
| 5 | Increase conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% 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 dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.</p> | ✓ 96.8% |
| 6 | Increase 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. | ✓ 96.4% |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Carlos Creus Moreira | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.2% |
| 7.2 | Re-elect Mr. John O'Hara | FOR | ● OPPOSE | He is also a permanent member of the executive management (CFO). | ✓ 98.8% |
| 7.3 | Re-elect Mr. Peter Ward | FOR | ● OPPOSE | He is not independent (former executive) and the board independence is insufficient (0%). | ✓ 99.3% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 7.4 | Re-elect Ms. Maria Pia Aqueveque Jabbaz | FOR | FOR | | ✓ 99.4% |
| 7.5 | Re-elect Mr. Philippe Doubre | FOR | ● OPPOSE | He is 90 years old, which exceeds Ethos' guidelines. | ✓ 98.2% |
| 7.6 | Re-elect Mr. David Fergusson | FOR | ● OPPOSE | He chairs the nomination committee and the composition of the board is unsatisfactory. | ✓ 98.4% |
| 7.7 | Re-elect Mr. Jean-Philippe Ladisa | FOR | ● OPPOSE | He chairs the audit committee, is not independent and the committee independence is insufficient. | ✓ 98.5% |
| 7.8 | Re-elect Mr. Philippe Diego Monnier | FOR | FOR | | ✓ 99.4% |
| 8 | Re-elect Mr. Carlos Creus Moreira as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Moreira to the board of directors, Ethos cannot approve Mr. Moreira as chair. | ✓ 99.3% |
| 9 | Elections to the nomination and remuneration committee | | | | |
| 9.1 | Re-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, Ethos cannot approve Mr. Fergusson to the committee. | ✓ 97.5% |
| 9.2 | Re-elect Mr. Jean-Philippe Ladisa to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Ladisa to the board of directors, Ethos cannot approve Mr. Ladisa to the committee. | ✓ 98.3% |
| 9.3 | Re-elect Mr. Philippe Doubre to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Doubre to the board of directors, Ethos cannot approve Mr. Doubre to the committee. | ✓ 98.3% |
| 10 | Re-elect BDO as auditors | FOR | FOR | | ✓ 99.1% |
| 11 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 99.4% |
| 12 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p> | ✓ 96.9% |
| 13.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration is significantly higher than that of a peer group.</p> <p>The non-executive directors receive options.</p> | ✓ 96.4% |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 98.2%</p> <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>Past awards 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.</p> |

| 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 transparency of the remuneration report is insufficient. | ✓ 96.0% |
| 3 | Approve allocation of balance sheet result | 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 Mr. Mark S. Müller | FOR | FOR | | ✓ 98.0% |
| 5.2 | Re-elect Mr. Oliver R. Baumann | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.5% |
| 5.3 | Re-elect Ms. Désirée Dosch | FOR | FOR | | ✓ 100.0% |
| 5.4 | Re-elect Dr. Norbert Windhab | FOR | FOR | | ✓ 99.9% |
| 5.5 | Re-elect Mr. David L. Deck | FOR | ● OPPOSE | He has permanent operational functions. | ✓ 97.3% |
| 6 | Re-elect Mr. David L. Deck as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Deck to the board of directors, Ethos cannot approve Mr. Deck as chair. | ✓ 97.1% |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Mark S. Müller to the remuneration committee | FOR | FOR | | ✓ 97.0% |
| 7.2 | Re-elect Dr. Norbert Windhab to the remuneration committee | FOR | FOR | | ✓ 99.8% |
| 8 | Re-elect BDO as auditors | FOR | FOR | | ✓ 100.0% |
| 9 | Elect Mr. Florian Schneider as independent proxy | FOR | FOR | | ✓ 100.0% |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.4% |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.3% |
| 11 | Amend articles of association: virtual general meeting | FOR | ● OPPOSE | The amendment allows the company to organise a virtual general meeting without any adequate justification. | ✓ 96.4% |

| 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 | | ✓ 99.3% |
| 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 remuneration of the chair is significantly higher than that of a peer group. | ✓ 96.0% |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.1% |
| 4.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 97.3% |
| 5 | Approve sustainability report | FOR | FOR | | ✓ 99.9% |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Hans-Peter Zehnder as board member and chair | FOR | FOR | | ✓ 92.6% |
| 6.1.2 | Re-elect Dr. Urs Buchmann | FOR | FOR | | ✓ 91.2% |
| 6.1.3 | Re-elect Mr. Riet Cadonau | FOR | ● OPPOSE | He is not independent (board tenure of 12 years) and the board independence is insufficient (42.9%). He chairs the nomination committee and the composition of the board is unsatisfactory. He chairs the nomination committee and the board has less than 30% women without adequate justification. | ✓ 89.8% |
| 6.1.4 | Re-elect Ms. Sandra Emme | FOR | FOR | | ✓ 98.7% |
| 6.1.5 | Re-elect Ms. Milva Inderbitzin-Zehnder | FOR | FOR | | ✓ 90.7% |
| 6.1.6 | Re-elect Mr. Jörg Walther | FOR | FOR | | ✓ 99.7% |
| 6.1.7 | Re-elect Mr. Ivo Wechsler | FOR | FOR | | ✓ 99.9% |
| 6.2 | Elections to the nomination and remuneration committee | | | | |
| 6.2.1 | Re-elect Mr. Riet Cadonau to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Cadonau to the board of directors, Ethos cannot approve Mr. Cadonau to the committee. | ✓ 87.6% |
| 6.2.2 | Re-elect Ms. Sandra Emme to the nomination and remuneration committee | FOR | FOR | | ✓ 97.4% |
| 6.2.3 | Re-elect Ms. Milva Inderbitzin-Zehnder to the nomination and remuneration committee | FOR | FOR | | ✓ 89.4% |
| 6.3 | Re-elect Mr. Werner Schib as independent proxy | FOR | FOR | | ✓ 100.0% |

| Item | Agenda | Board | Ethos | Result |
|------|---------------------------------------------|-------|-------|---------|
| 6.4 | Re-elect PricewaterhouseCoopers as auditors | 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 | FOR | | ✓ 86.5% |
| 2 | Amend articles of association: dividend distribution | FOR | FOR | | ✓ 53.0% |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0% |
| 4.1 | Approve dividend from capital contributions reserves | FOR | FOR | | ✗ 7.5% |
| 4.2 | Shareholder resolution: dividend of CHF 1.30 from capital contributions reserves | NO RECOMME ND. | ● OPPOSE | The proposed allocation of income seems inappropriate, given the long-term interests of the company and its stakeholders. | ✗ 49.3% |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7% |
| 6 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Markus Wesnitzer | FOR | ● OPPOSE | He has been a member of the board for 19 years, which exceeds Ethos' guidelines. | ✓ 99.0% |
| 6.1.2 | Re-elect Mr. Nicolas Gross | FOR | FOR | | ✓ 97.7% |
| 6.1.3 | Re-elect Mr. Yves Rossier | FOR | FOR | | ✓ 99.3% |
| 6.1.4 | Re-elect Mr. David C. Schärli | FOR | FOR | | ✓ 98.1% |
| 6.2.1 | Shareholder resolution: elect Mr. Marc Zollinger | NO RECOMME ND. | ● FOR | Important shareholders are entitled to adequate representation at board level (representative of Mr. Rudolf Hänggi, who holds 15.0% of the share capital). | ✗ 46.0% |
| 6.2.2 | Shareholder resolution: elect Ms. Alexandra Karachurina | NO RECOMME ND. | ● FOR | Important shareholders are entitled to adequate representation at board level (representative of Mr. Vekselberg holding 41.7% of the share capital). | ✗ 47.6% |
| 6.2.3 | Shareholder resolution: elect Dr. Jürg Wyser | NO RECOMME ND. | ● FOR | Important shareholders are entitled to adequate representation at board level (representative of Mr. Vekselberg holding 41.7% of the share capital). | ✗ 47.8% |
| 6.3 | Re-elect Dr. Markus Wesnitzer as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Wesnitzer to the board of directors, Ethos cannot approve Dr. Wesnitzer as chair. | ✓ 98.8% |
| 6.4 | Elections to the nomination and remuneration committee | | | | |
| 6.4.1 | Re-elect Dr. Markus Wesnitzer to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Wesnitzer to the board of directors, Ethos cannot approve Dr. Wesnitzer to the committee. | ✓ 97.3% |
| 6.4.2 | Re-elect Mr. Nicolas Gross to the nomination and remuneration committee | FOR | FOR | | ✓ 77.2% |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|---------------------------------------------------------------------|---------|
| 6.4.3 | Re-elect Mr. Yves Rossier to the nomination and remuneration committee | FOR | FOR | | ✓ 78.8% |
| 6.5 | Re-elect Adtrexa AG as independent proxy | FOR | FOR | | ✓ 99.9% |
| 6.6 | Re-elect SWA Swiss Auditors as auditors | FOR | FOR | | ✓ 99.9% |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of a peer group. | ✓ 56.1% |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 56.3% |

| 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 | ✓ 91.9% |
| 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 | FOR | ✓ 99.8% |
| 3.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.8% |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.9% |
| 5.1 | Appoint Dr. Joëlle Zimmerli as representative of the holders of registered shares B | FOR | FOR | ✓ 99.9% |
| 5.2 | Elections to the board of directors | | | |
| 5.2.1 | Re-elect Dr. Beat Schwab | FOR | FOR | ✓ 100.0% |
| 5.2.2 | Re-elect Mr. Johannes Stöckli | FOR | FOR | ✓ 98.2% |
| 5.2.3 | Re-elect Mr. Martin Wipfli | FOR | ● OPPOSE | ✓ 88.6% He holds an excessive number of mandates. He is not independent (board tenure of 13 years) and the board independence is insufficient (40.0%). He chairs the audit committee, is not independent and the committee independence is insufficient. |
| 5.2.4 | Re-elect Dr. Joëlle Zimmerli | FOR | FOR | ✓ 98.2% |
| 5.2.5 | Elect Ms. Julia Häcki | FOR | FOR | ✓ 99.8% |
| 5.3 | Re-elect Dr. Beat Schwab as board chair | FOR | FOR | ✓ 99.9% |
| 5.4 | Elections to the nomination and remuneration committee | | | |
| 5.4.1 | Re-elect Mr. Johannes Stöckli to the nomination and remuneration committee | FOR | FOR | ✓ 93.4% |
| 5.4.2 | Elect Dr. Joëlle Zimmerli to the nomination and remuneration committee | FOR | FOR | ✓ 98.1% |
| 5.5 | Re-elect Blum & Partner AG as independent proxy | FOR | FOR | ✓ 100.0% |
| 5.6 | Re-elect KPMG as auditors | FOR | FOR | ✓ 100.0% |

| Item | Agenda | Board | Ethos | | Result |
|------|----------------------------------------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1 | Approve annual report and financial statements | FOR | FOR | | ✓ 99.3% |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.7% |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 97.6% |
| 4 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. | ✓ 88.4% |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 94.7% |
| 6 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 94.5% |
| 7 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 93.8% |
| 8 | Elections to the board of directors | | | | |
| 8.1 | Re-elect Dr. Jacques Bossart | FOR | FOR | | ✓ 85.0% |
| 8.2 | Re-elect Dr. Silvan Schriber | FOR | FOR | | ✓ 85.2% |
| 8.3 | Re-elect Dr. Urs Rügsegger | FOR | ● OPPOSE | The board has not established a nomination committee and has less than 30% women without adequate justification. | ✓ 78.8% |
| 9 | Re-elect Dr. Urs Rügsegger as board chair | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Rügsegger to the board of directors, Ethos cannot approve Dr. Rügsegger as chair. | ✓ 91.2% |
| 10 | Elections to the remuneration committee | | | | |
| 10.1 | Re-elect Dr. Urs Rügsegger to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Rügsegger to the board of directors, Ethos cannot approve Dr. Rügsegger to the committee. | ✓ 88.8% |
| 10.2 | Re-elect Dr. Annette Luther to the remuneration committee | FOR | FOR | | ✓ 92.2% |
| 10.3 | Re-elect Dr. Jacques Bossart to the remuneration committee | FOR | FOR | | ✓ 91.4% |
| 11 | Re-elect Mr. René Peyer as independent proxy | FOR | FOR | | ✓ 98.6% |

| Item | Agenda | Board | Ethos | | Result |
|--------|-----------------------------------------------------------------|-------|----------|----------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7% |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 83.6% |
| 1.3 | Approve sustainability report | FOR | FOR | | ✓ 95.3% |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8% |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.6% |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Michel M. Liès as board member and chair | FOR | FOR | | ✓ 94.1% |
| 4.1.2 | Re-elect Ms. Joan Amble | FOR | FOR | | ✓ 98.0% |
| 4.1.3 | Re-elect Ms. Catherine P. Bessant | FOR | FOR | | ✓ 97.7% |
| 4.1.4 | Re-elect Dr. Christoph Franz | FOR | FOR | | ✓ 96.4% |
| 4.1.5 | Re-elect Dr. Michael Halbherr | FOR | FOR | | ✓ 98.3% |
| 4.1.6 | Re-elect Dr. Sabine Keller-Busse | FOR | FOR | | ✓ 98.9% |
| 4.1.7 | Re-elect Mr. Kishore Mahbubani | FOR | ● OPPOSE | He is 77 years old, which exceeds Ethos' guidelines. | ✓ 92.7% |
| 4.1.8 | Re-elect Dr. Peter Maurer | FOR | FOR | | ✓ 98.2% |
| 4.1.9 | Re-elect Mr. John Rafter | FOR | FOR | | ✓ 99.4% |
| 4.1.10 | Re-elect Ms. Jasmin Staiblin | FOR | FOR | | ✓ 98.9% |
| 4.1.11 | Re-elect Mr. Barry Stowe | FOR | FOR | | ✓ 99.4% |
| 4.1.12 | Elect Dr. Thomas Jordan | FOR | FOR | | ✓ 99.1% |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Re-elect Mr. Michel M. Liès to the remuneration committee | FOR | FOR | | ✓ 91.7% |
| 4.2.2 | Re-elect Ms. Catherine P. Bessant to the remuneration committee | FOR | FOR | | ✓ 95.4% |
| 4.2.3 | Re-elect Dr. Christoph Franz to the remuneration committee | FOR | FOR | | ✓ 92.1% |
| 4.2.4 | Re-elect Dr. Sabine Keller-Busse to the remuneration committee | FOR | FOR | | ✓ 96.9% |
| 4.2.5 | Re-elect Mr. Kishore Mahbubani to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Mahbubani to the board of directors, Ethos cannot approve Mr. Mahbubani to the committee. | ✓ 90.5% |
| 4.2.6 | Re-elect Ms. Jasmin Staiblin to the remuneration committee | FOR | FOR | | ✓ 96.8% |
| 4.3 | Re-elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | | ✓ 99.8% |
| 4.4 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 99.6% |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------------------------------|---------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.7% |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 87.8% |

| 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 | | ✓ |
| 3.b | Approve statutory and consolidated financial statements | FOR | FOR | | ✓ |
| 3.c | Approve allocation of balance sheet result | FOR | FOR | | ✓ |
| 3.d | Discharge board members | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | ✓ |
| 4.a | Elections to the board of directors | | | | |
| 4.a.1 | Re-elect Mr. Yves Bosson as board member and chair | FOR | ● OPPOSE | <p>He is not independent (various reasons) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> | ✓ |
| 4.a.2 | Re-elect Mr. Francesco Punzo | FOR | ● OPPOSE | He has permanent operational functions (CEO). | ✓ |
| 4.a.3 | Re-elect Mr. Christian Charpin | FOR | ● OPPOSE | He is not independent (former executive) and the board independence is insufficient (0.0%). | ✓ |
| 4.b | Elections to the remuneration committee | | | | |
| 4.b.1 | Re-elect Mr. Francesco Punzo to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Punzo to the board of directors, Ethos cannot approve Mr. Punzo to the committee.</p> <p>He holds an executive function in the company.</p> | ✓ |
| 4.b.2 | Re-elect Mr. Christian Charpin to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Charpin to the board of directors, Ethos cannot approve Mr. Charpin to the committee. | ✓ |
| 4.c | Re-elect Forvis Mazars as auditors | FOR | FOR | | ✓ |
| 4.d | Re-elect Mr. Laurent Nicod as independent proxy | FOR | FOR | | ✓ |
| 5.a | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 5.a.1 | Binding vote on the ex-post increase in the board of directors' 2024 envelope | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--------------------------------------------------------------------------------|-------|----------|-------------------------------------------|--------|
| 5.a.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5.a.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|----------------------------------------------------------------------|-------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 1.a | Elections to the board of directors | | | | |
| 1.a.1 | Elect Mr. Jack Bader | FOR | ● OPPOSE | <p>Insufficient information is provided concerning the nominee.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 1.a.2 | Elect Mr. Jessy Bader | FOR | ● OPPOSE | <p>Insufficient information is provided concerning the nominee.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 1.a.3 | Elect Mr. Thierry Bader | FOR | ● OPPOSE | <p>Insufficient information is provided concerning the nominee.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 1.b | Elect Mr. Jack Bader as board chair | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Bader to the board of directors, Ethos cannot approve Mr. Bader as chair.</p> | ✓ |
| 1.c | Elections to the remuneration committee | | | | |
| 1.c.1 | Elect Mr. Jack Bader to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Bader to the board of directors, Ethos cannot approve Mr. Bader to the committee.</p> | ✓ |
| 1.c.2 | Elect Mr. Jessy Bader to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Bader to the board of directors, Ethos cannot approve Mr. Bader to the committee.</p> | ✓ |
| 1.c.3 | Elect Mr. Thierry Bader to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Bader to the board of directors, Ethos cannot approve Mr. Bader to the committee.</p> | ✓ |

| Item | Agenda | Board | Ethos | Result | |
|------|--------------------------|------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| 2 | Discharge board members | WITH-DRAWN | ● OPPOSE | <p>ITEM 2 was not submitted to shareholder vote because the company was victim of a fraud.</p> <p>Ethos initially recommended to OPPOSE for the following reasons:</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | - |
| 3 | Delisting of the company | FOR | ● OPPOSE | The delisting is not accompanied by a public takeover offer. | ✓ |

Disclaimer

Ethos issues voting recommendations in accordance with its own voting guidelines (www.ethosfund.ch) that are based on the most relevant codes of best practice in corporate governance and on Ethos' Charter for sustainable development. The data is gathered from sources accessible to investors and the general public, such as company reports and websites, as well as from information provided during direct contacts with companies. Despite multiple verification the information provided cannot be guaranteed accurate. Ethos takes no responsibility for the accuracy of the information published.