

4. Analyses par société

ABB (AGM)

30.04.2015

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	83%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	98%	
4	Approve allocation of income and dividend	-	-	-	
4.1	Approve allocation of income and dividend from capital contribution reserve	FOR	FOR	100%	
4.2	Reduce share capital via repayment of nominal value	FOR	FOR	99%	
5	Amendment to the articles of association related to the capital reduction	FOR	FOR	99%	
6	Approve renewal of authorised capital	FOR	FOR	97%	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	94%	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
8	Elections to the board of directors	-	-	-	
8.1	Re-elect Mr. Roger Agnelli	FOR	FOR	76%	
8.2	Re-elect Dr. Matti Alahuhta	FOR	FOR	99%	
8.3	Elect Mr. David E. Constable	FOR	FOR	99%	

8.4	Re-elect Mr. Louis R. Hughes	FOR	FOR	76%
8.5	Re-elect Mr. Michel de Rosen	FOR	FOR	98%
8.6	Re-elect Mr. Jacob Wallenberg	FOR	FOR	78%
8.7	Re-elect Ms. Ying Yeh	FOR	FOR	99%
8.8	Elect Mr. Peter R. Voser as chairman of the board	FOR	FOR	99%
9	Elections to the remuneration committee	-	-	-
9.1	Elect Mr. David E. Constable to the Remuneration Committee	FOR	FOR	99%
9.2	Elect Mr. Michel de Rosen to the Remuneration Committee	FOR	FOR	98%
9.3	Elect Ms. Ying Yeh to the Remuneration Committee	FOR	FOR	99%
10	Election of the independent proxy	FOR	FOR	100%
11	Election of the auditors	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Discharge board members and executive management	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
5.	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
6.	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Daniel Brupbacher	FOR	FOR	NA	
6.2	Re-elect Dr. Marco Marchetti (CEO)	FOR	FOR	NA	
6.3	Re-elect Mr. Andreas Kratzer (CFO)	FOR	FOR	NA	
6.4	Re-elect Mr. Matthew Goddard	FOR	FOR	NA	
7.	Election of the chairman of the board	FOR	FOR	NA	
8.	Elections to the remuneration committee	-		-	
8.1	Elect Mr. Daniel Brupbacher to the remuneration committee	FOR	FOR	NA	
8.2	Elect Dr. Marco Marchetti (CEO) to the remuneration committee	FOR	OPPOSE	NA	He holds an executive function in the company.
8.3	Elect Mr. Andreas Kratzer (CFO) to the remuneration committee	FOR	OPPOSE	NA	He holds an executive function in the company.

9.	Election of the independent proxy	FOR	FOR	NA	
10.	Election of the auditors	FOR	FOR	NA	
11.	Approve renewal of authorised capital	FOR	OPPOSE	NA	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.
12.	Increase the pool of conditional capital	FOR	OPPOSE	NA	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.
13.	Other amendments to the articles of association	FOR	OPPOSE	NA	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	-	
2.1	Approve allocation of income	FOR	FOR	-	
2.2	Approve distribution of dividend from capital contribution reserves	FOR	FOR	-	
3	Discharge board members and executive management	FOR	FOR	-	
4.1	Election of the auditors	FOR	FOR	-	
4.2	Election of PricewaterhouseCoopers LLP (US) for purposes of United States Securities Law reporting	FOR	FOR	-	
4.3	Ratify special auditors	FOR	FOR	-	
5	Elections to the board of directors	-		-	
5.1	Re-elect Mr. Evan G. Greenberg	FOR	FOR	-	
5.2	Re-elect Mr. Robert J. Hernandez	FOR	OPPOSE	-	<p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is the lead director, but has a conflict of interest.</p>
5.3	Re-elect Mr. Michael G. Atieh	FOR	OPPOSE	-	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p>
5.4	Re-elect Ms. Mary A. Cirillo	FOR	FOR	-	
5.5	Re-elect Mr. Michael P. Connors	FOR	OPPOSE	-	<p>He holds an excessive number of mandates.</p>
5.6	Re-elect Mr. John Edwardson	FOR	FOR	-	

5.7	Re-elect Mr. Peter Menikoff	FOR	OPPOSE	-	He has been a member of the board for 29 years, which exceeds Ethos' guidelines.
5.8	Re-elect Mr. Leo F. Mullin	FOR	FOR	-	
5.9	Re-elect Ms. Kimberly Ross	FOR	FOR	-	
5.10	Re-elect Mr. Robert Scully	FOR	FOR	-	
5.11	Re-elect Dr. oec. Eugene B. Shanks Jr.	FOR	FOR	-	
5.12	Re-elect Mr. Theodore E. Shasta	FOR	FOR	-	
5.13	Re-elect Mr. David Sidwell	FOR	FOR	-	
5.14	Re-elect Mr. Olivier Steimer	FOR	FOR	-	
6	Re-elect Mr. Evan G. Greenberg as chairman of the board	FOR	OPPOSE	-	He is also CEO and the combination of functions is permanent.
7	Elections to the remuneration committee	-		-	
7.1	Elect Mr. Michael P. Connors to the remuneration committee	FOR	OPPOSE	-	Ethos did not support the election of Mr. Connors to the board of directors. He holds an excessive number of mandates.
7.2	Elect Ms. Mary A. Cirillo to the remuneration committee	FOR	FOR	-	
7.3	Elect Mr. John Edwardson to the remuneration committee	FOR	FOR	-	
7.4	Elect Mr. Robert J. Hernandez to the remuneration committee	FOR	OPPOSE	-	Ethos did not support the election of Mr. Hernandez to the board of directors.
8	Election of the independent proxy	FOR	FOR	-	

9	Amend articles of association: Implementation of the Minder ordinance (general amendments)	FOR	FOR	-	
10	Amend articles of association: Implementation of the Minder ordinance (remuneration of the board of directors and the executive management)	FOR	OPPOSE	-	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p>
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
11.2	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>
12	Advisory Vote on the Named Executive Officers remuneration	FOR	OPPOSE	-	<p>The structure of the remuneration is not in line with Ethos' guidelines.</p>

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	94%	The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. pharm. Jean-Pierre Garnier	FOR	FOR	100%	
4.1.2	Re-elect Dr. med. Jean-Paul Clozel	FOR	FOR	98%	
4.1.3	Re-elect Mr. Juhani Anttila	FOR	FOR	100%	
4.1.4	Re-elect Mr. Robert Bertolini	FOR	FOR	100%	
4.1.5	Re-elect Mr. John J. Greisch	FOR	FOR	100%	
4.1.6	Re-elect Prof. Dr. rer. nat. Peter Gruss	FOR	FOR	100%	
4.1.7	Re-elect Dr. oec. Michael Jacobi	FOR	FOR	100%	
4.1.8	Re-elect Mr. Jean Malo	FOR	FOR	100%	
4.2.1	Elect Ms. Herna Verhagen	FOR	FOR	100%	
4.2.2	Elect Mr. David Stout	FOR	FOR	100%	
4.3	Re-elect Dr. pharm. Jean-Pierre Garnier as chairman of the board	FOR	FOR	100%	
4.4	Elections to the remuneration committee	-		-	
4.4.1	Elect Ms. Herna Verhagen to the Remuneration Committee	FOR	FOR	100%	

4.4.2	Elect Dr. pharm. Jean-Pierre Garnier to the Remuneration Committee	FOR	FOR	99%	
4.4.3	Elect Mr. John J. Greisch to the Remuneration Committee	FOR	FOR	99%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	95%	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
6	Election of the independent proxy	FOR	FOR	100%	
7	Election of the auditors	FOR	FOR	98%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
3.	Approve allocation of balance sheet result	FOR	FOR	NA	
4.	Discharge board members and executive management	FOR	FOR	NA	
5.	Elections to the board of directors	-		-	
5.1	Re-elect Prof. Dr. Vincent Lawton	FOR	FOR	NA	
5.2	Elect Prof. Dr. Raymond Hill	FOR	FOR	NA	
5.3	Elect Mr. Tim Dyer	FOR	FOR	NA	
5.4	Election of the chairman of the board	FOR	FOR	NA	
6.	Elections to the remuneration committee	-		-	
6.1	Elect Prof. Dr. Vincent Lawton to the remuneration committee	FOR	FOR	NA	
6.2	Elect Prof. Dr. Raymond Hill to the remuneration committee	FOR	FOR	NA	
7.	Election of the auditors	FOR	FOR	NA	
8.	Election of the independent proxy	FOR	FOR	NA	
9.	Amend articles of association	-		-	

9.1	Approve increase of authorised capital	FOR	OPPOSE	NA	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.
9.2	Increase conditional capital for the employees and convertible bonds	FOR	OPPOSE	NA	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.
9.3	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
10.	Binding votes on the remuneration of the board of directors and the executive management	-		-	
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	88%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2.1	Approve allocation of income	FOR	FOR	99%	
2.2	Approve dividend from capital contributions reserves	FOR	FOR	93%	
3	Discharge board members and executive management	FOR	FOR	98%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	95%	The global amount of remuneration is significantly higher than that of the peer group. The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	94%	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Dr. iur. Rolf Dörig as board chairman	FOR	FOR	99%	
5.1.2	Re-elect Dr. Dominique-Jean Chertier	FOR	FOR	93%	

5.1.3	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR	99%
5.1.4	Re-elect Dr. sci. tech. Didier Lamouche	FOR	FOR	99%
5.1.5	Re-elect Dr. iur. h.c. Thomas O'Neill	FOR	FOR	97%
5.1.6	Re-elect Mr. David Prince	FOR	FOR	99%
5.1.7	Re-elect Dr. psy. Wanda Rapaczynski	FOR	FOR	99%
5.1.8	Elect Ms. Kathleen P. Taylor	FOR	FOR	99%
5.1.9	Elect Mr. Jean-Christophe Deslarzes	FOR	FOR	99%
5.2	Elections to the nomination and remuneration committee	-	-	-
5.2.1	Elect Dr. oec. publ. Rainer Alexander Gut to the nomination and remuneration committee	FOR	FOR	98%
5.2.2	Re-elect Dr. iur. h.c. Thomas O'Neill to the nomination and remuneration committee	FOR	FOR	97%
5.2.3	Re-elect Dr. psy. Wanda Rapaczynski to the nomination and remuneration committee	FOR	FOR	99%
5.3	Election of the independent proxy	FOR	FOR	99%
5.4	Election of the auditors	FOR	FOR	99%
6	Reduce share capital via cancellation of shares	FOR	FOR	93%

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Discharge board members and executive management	FOR	FOR	NA
3	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA
4.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	NA
5.1	Elections to the board of directors	-		-
5.1.1	Re-elect Dr. h.c. Willy Michel	FOR	FOR	NA
5.1.2	Re-elect Mr. Michael Pieper	FOR	FOR	NA
5.1.3	Re-elect Mr. Hans Dreier	FOR	FOR	NA
5.1.4	Re-elect Dr. Roland Waibel	FOR	FOR	NA
5.2	Re-elect Dr. h.c. Willy Michel as board chairman	FOR	FOR	NA
5.3	Elections to the nomination and remuneration committee	-		-
5.3.1	Re-elect Dr. h.c. Willy Michel to the nomination and remuneration committee	FOR	FOR	NA
5.3.2	Re-elect Mr. Michael Pieper to the nomination and remuneration committee	FOR	FOR	NA
5.3.3	Re-elect Dr. Roland Waibel to the nomination and remuneration committee	FOR	FOR	NA
5.4	Election of the independent proxy	FOR	FOR	NA

5.5	Election of the auditors	FOR	OPPOSE	NA	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
-----	--------------------------	-----	--------	----	--

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report	FOR	FOR	100%
1.2	Approve statutory financial statements	FOR	FOR	99%
1.3	Approve consolidated financial statements	FOR	FOR	99%
2	Discharge board members and executive management	FOR	FOR	99%
3	Approve allocation of retained earnings	FOR	FOR	95%
4.1	Elections to the board of directors and the nomination and remuneration committee	-	-	-
4.1.1	Elect Mr. Alexander von Witzleben as board member, board chairman and member of the nomination and remuneration committee	FOR	FOR	100%
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the nomination and remuneration committee	FOR	FOR	99%
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR	94%
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the nomination and remuneration committee	FOR	FOR	94%
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR	95%
4.1.6	Elect Mr. Michael Pieper as board member	FOR	FOR	100%
4.1.7	Re-elect Mr. Christian Stambach as board member	FOR	FOR	94%
4.2	Election of the independent proxy	FOR	FOR	100%
4.3	Election of the auditors	FOR	FOR	99%
5	Amend articles of association: Implementation of the Minder ordinance	-	-	-

5.1	Implementation of the Minder ordinance: Non-compete clauses	FOR	FOR	97%
5.2	Implementation of the Minder ordinance: Variable remuneration for the members of the executive management	FOR	FOR	95%
6	Remuneration	-		-
6.1	Advisory vote on the remuneration report	FOR	FOR	97%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%
6.4	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	94%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Discharge board members	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Approve renewal of authorised capital	FOR	FOR	NA	
5.	Approve renewal of authorised capital (bis)	FOR	FOR	NA	
6.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
7.3	Advisory vote on the remuneration report 2014	FOR	FOR	NA	

8.1	Elections to the board of directors	-	-	-
8.1.1	Re-elect Mr. Marc-Henri Beausire	FOR	FOR	NA
8.1.2	Elect Mr. Pierre Duboux	FOR	FOR	NA
8.1.3	Re-elect Dr. Urs Linsi	FOR	FOR	NA
8.2	Election of the chairman of the board	FOR	FOR	NA
9.	Elections to the remuneration committee	-	-	-
9.1	Elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR	NA
9.2	Elect Dr. Urs Linsi to the remuneration committee	FOR	FOR	NA
10.	Election of the auditors	FOR	FOR	NA
11.	Election of the independent proxy	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	NA	
4	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Quint Kelders	FOR	FOR	100%	
4.1.2	Re-elect Mr. John McKernan	FOR	FOR	100%	
4.2.1	Elect Mr. Antoine Kohler	FOR	FOR	100%	
4.2.2	Elect Dr. Attila A. Tamer	FOR	FOR	100%	
4.2.3	Elect Mr. Christian Feller	FOR	FOR	100%	
4.3	Election of Mr. Antoine Kohler as chairman of the board	FOR	FOR	100%	
4.4	Elections to the remuneration committee	-		-	
4.4.1	Elect Mr. Antoine Kohler to the Remuneration Committee	FOR	FOR	100%	
4.4.2	Elect Mr. Christian Feller to the Remuneration Committee	FOR	FOR	100%	
5	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	99%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p>
6	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	
7	Election of the auditors	FOR	FOR	100%	
8	Election of the independent proxy	FOR	FOR	100%	

9	Approve renewal of authorised capital	FOR	FOR	100%	
10	Increase the pool of conditional capital for the employees	FOR	OPPOSE	99%	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income	FOR	FOR	100%	
3	Approve distribution from capital contribution reserves	FOR	FOR	100%	
4	Discharge board members and executive management	FOR	FOR	100%	
5.1	Elections to the board of directors	-		-	
5.1.a	Re-elect Mr. Bruno Bettoni	FOR	FOR	99%	
5.1.b	Re-elect Dr. rer. pol. Ralph-Thomas Honegger	FOR	FOR	99%	
5.1.c	Re-elect Mr. Albert Leiser	FOR	FOR	98%	
5.1.d	Re-elect Dr. iur. Thomas Lustenberger as member and chairman of the board	FOR	FOR	99%	
5.1.e	Re-elect Mr. Peter Spuhler	FOR	OPPOSE	90%	He holds an excessive number of mandates. He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3 %).
5.1.f	Re-elect Mr. Olivier Steimer	FOR	FOR	90%	
5.2	Elections to the nomination and remuneration committee	-		-	
5.2.a	Elect Dr. rer. pol. Ralph-Thomas Honegger to the nomination and remuneration committee	FOR	FOR	87%	
5.2.b	Elect Dr. iur. Thomas Lustenberger to the nomination and remuneration committee	FOR	FOR	86%	
5.3	Election of the independent proxy	FOR	FOR	100%	

5.4	Election of the auditors	FOR	FOR	100%
6.1	Advisory vote on the remuneration report	FOR	FOR	84%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	86%
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	86%
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	86%

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Approve allocation of balance sheet result	FOR	FOR	NA
3	Discharge board members and executive management	FOR	FOR	NA
4	Capital reduction	FOR	FOR	NA
5	Elections to the board of directors	-		-
5.1	Re-elect Mr. Verne Dwyer	FOR	FOR	NA
5.2	Re-elect Mr. Christophe Gallet	FOR	FOR	NA
5.3	Re-elect Mr. Peter Kolossa	FOR	FOR	NA
5.4	Re-elect Dr. oec. Walter Meier as board chairman	FOR	FOR	NA
6	Elections to the remuneration committee	-		-
6.1	Re-elect Mr. Verne Dwyer to the remuneration committee	FOR	FOR	NA
6.2	Re-elect Mr. Christophe Gallet to the remuneration committee	FOR	FOR	NA
6.3	Re-elect Mr. Peter Kolossa to the remuneration committee	FOR	FOR	NA
6.4	Re-elect Dr. oec. Walter Meier to remuneration committee	FOR	FOR	NA
7	Election of the auditors	FOR	FOR	NA
8	Election of the independent proxy	FOR	FOR	NA
9	Binding vote on the total remuneration of the executive management	FOR	FOR	NA
10	Binding vote on the total remuneration of the board of directors	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	-	
2	Approve allocation of income and dividend	FOR	FOR	NA	
3	Discharge members of the management board	FOR	FOR	NA	
4	Discharge members of the supervisory board	FOR	FOR	NA	
5	Approve remuneration of the members of the supervisory board	FOR	FOR	NA	
6	Election of the auditors	FOR	FOR	NA	
7	Cancel the conditional capital reserved for the conversion of convertible bonds	FOR	FOR	NA	
8	Create a pool of conditional capital for the employees	FOR	OPPOSE	NA	The potential dilution is excessive.
9	Approve share buyback programme	FOR	FOR	NA	
10	Report on the share buyback programme	NON-VOTING	NON-VOTING	-	

Item	Item title	Board position	Ethos position	Voting results	
1	Auditors report	NON-VOTING	NON-VOTING	-	
2	Approve annual report, financial statements and accounts	FOR	FOR	100%	
3	Approve allocation of income and dividend	FOR	FOR	100%	
4	Discharge board members and executive management	FOR	FOR	100%	
5	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	94%	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.
6	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Daniel Hofer	FOR	FOR	97%	
6.1.2	Re-elect Mr. Robert Schmidli	FOR	FOR	100%	
6.1.3	Re-elect Mr. Markus Scheidegger	FOR	FOR	96%	
6.2.1	Elect Mr. Xavier Le Clef	FOR	FOR	96%	
6.2.2	Elect Mr. Stéphane Prigent	FOR	OPPOSE	94%	He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
7.	Election of the chairman of the board	FOR	FOR	97%	
8	Elections to the remuneration committee	-		-	
8.1	Re-elect Mr. Robert Schmidli to the Remuneration Committee	FOR	FOR	100%	

8.2	Re-elect Mr. Markus Scheidegger to the Remuneration Committee	FOR	FOR	96%	
9.	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	97%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p>
10.	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%	
11.	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	99%	
12.	Election of the auditors	FOR	FOR	99%	
13.	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1.	Approve 2014 annual report, statutory financial statements and accounts	FOR	FOR	99%
2.	Approve 2014 consolidated financial statements	FOR	FOR	99%
3.	Advisory vote on the remuneration report	FOR	FOR	98%
4.	Approve allocation of income and dividend	FOR	FOR	99%
5.	Discharge board members and executive management	FOR	FOR	99%
6.1	Elections to the board of directors	-		-
6.1.a	Re-elect Mr. Juhani Anttila	FOR	FOR	99%
6.1.b	Re-elect Dr. tech. Jukka Tapani Bergqvist	FOR	FOR	98%
6.1.c	Re-elect Dr. Harald Deutsch	FOR	FOR	98%
6.1.d	Re-elect Ms. Christina Stercken	FOR	FOR	98%
6.1.e	Re-elect Mr. Andreas Umbach	FOR	FOR	98%
6.1.f	Elect Mr. Urs Leinhäuser	FOR	FOR	98%
6.2	Election of the chairman of the board	FOR	FOR	99%
6.3	Elections to the remuneration committee	-		-
6.3.a	Elect Dr. tech. Jukka Tapani Bergqvist to the Remuneration Committee	FOR	FOR	99%
6.3.b	Elect Mr. Andreas Umbach to the Remuneration Committee	FOR	FOR	99%
6.3.c	Elect Dr. Harald Deutsch to the Remuneration Committee	FOR	FOR	99%
6.4	Election of the auditors	FOR	FOR	91%
6.5	Election of the independent proxy	FOR	FOR	99%

7.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	99%
8.	Binding votes on the remuneration of the board of directors and the executive management	-		-
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%
8.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%
8.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The proposed maximum number of mandates is excessive.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%	
6.	Elections to the board of directors	-		-	
6.1	Re-elect Dr. Kuno Sommer as board chairman	FOR	FOR	100%	
6.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	100%	
6.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	100%	
6.4	Re-elect Dr. iur. Thomas Burckhardt	FOR	FOR	100%	
6.5	Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger	FOR	FOR	100%	
6.6	Re-elect Dr. phil. Rolf Nyfeler	FOR	FOR	100%	

7.	Elections to the remuneration committee	-	-	-	
7.1	Elect Dr. Kuno Sommer to the Remuneration Committee	FOR	FOR	100%	
7.2	Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee	FOR	FOR	100%	
7.3	Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee	FOR	FOR	100%	
8.	Election of the auditors	FOR	OPPOSE	99%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
9.	Election of the independent proxy	FOR	FOR	99%	

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Discharge board members and executive management	FOR	FOR	100%
3	Approve allocation of income and dividend	FOR	FOR	100%
4.1	Approve renewal of authorised capital	FOR	FOR	93%
4.2	Amendments of the articles of association to comply with the Minder ordinance	FOR	FOR	98%
5.1	Elections to the board of directors	-	-	-
5.1.1	Re-elect Dr. iur. Michael Becker	FOR	FOR	100%
5.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	100%
5.1.3	Re-elect Dr. med. Georges-Antoine de Boccard	FOR	FOR	99%
5.1.4	Re-elect Dr. iur. Andreas Burckhardt	FOR	FOR	95%
5.1.5	Re-elect Mr. Christoph B. Gloor	FOR	FOR	99%
5.1.6	Re-elect Ms. Karin Keller-Sutter	FOR	FOR	100%
5.1.7	Re-elect Mr. Werner Kummer	FOR	FOR	94%
5.1.8	Re-elect Mr. Thomas Pleines	FOR	FOR	100%
5.1.9	Re-elect Dr. iur. Eveline Saupper	FOR	FOR	94%
5.2	Election of Dr. iur. Andreas Burckhardt as chairman of the board	FOR	FOR	96%
5.3	Elections to the remuneration committee	-	-	-

5.3.1	Elect Dr. med. Georges-Antoine de Boccard to the Remuneration Committee	FOR	FOR	99%
5.3.2	Elect Ms. Karin Keller-Sutter to the Remuneration Committee	FOR	FOR	99%
5.3.3	Elect Mr. Thomas Pleines to the Remuneration Committee	FOR	FOR	99%
5.3.4	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	95%
5.4	Election of the independent proxy	FOR	FOR	100%
5.5	Election of the auditors	FOR	FOR	98%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	67%
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%
6.2.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	95%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members	FOR	FOR	99%	
4.1.1	Increase size of the board	FOR	FOR	99%	
4.1.2	Elections to the board of directors	-		-	
4.1.2.a	Elect Mr. Reto Conrad	FOR	FOR	100%	
4.1.2.b	Elect Dr. iur. Sebastian Frehner	FOR	OPPOSE	99%	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (22.2 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.2.c	Re-elect Mr. Jan Goepfert	FOR	FOR	100%	
4.1.2.d	Elect Dr. oec. Jacqueline Henn Overbeck	FOR	FOR	100%	
4.1.2.e	Re-elect Ms. Christine Keller	FOR	OPPOSE	99%	<p>She is not independent (representative of an important shareholder) and the board independence is insufficient (22.2 %).</p> <p>She is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.2.f	Re-elect Dr. rer. pol. Andreas Sturm	FOR	FOR	100%	
4.1.2.g	Re-elect Mr. Martin Tanner	FOR	FOR	100%	
4.1.2.h	Elect Prof. Dr. oec. Christian Wunderlin	FOR	FOR	100%	

4.1.2.i	Re-elect Dr. rer. pol. Ralph Lewin	FOR	FOR	100%
4.2	Election of the chairman of the board	FOR	FOR	100%
4.3.1	Number of members in the nomination and remuneration committee	FOR	FOR	100%
4.3.2	Elections to the nomination and remuneration committee	-	-	-
4.3.2.a	Elect Dr. rer. pol. Ralph Lewin to the nomination and remuneration committee	FOR	FOR	100%
4.3.2.b	Elect Dr. oec. Jacqueline Henn Overbeck to the nomination and remuneration committee	FOR	FOR	100%
4.3.2.c	Elect Dr. rer. pol. Andreas Sturm to the nomination and remuneration committee	FOR	FOR	100%
4.4	Election of the independent proxy	FOR	FOR	100%
4.5	Election of the auditors	FOR	FOR	100%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Approve allocation of income and dividend	FOR	FOR	NA	
3.	Discharge board members and executive management	FOR	FOR	NA	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA	
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Dr. oec. publ. Heinz Knecht	FOR	FOR	NA	
5.1.2	Re-elect Dr. iur. Georges Knobel	FOR	FOR	NA	
5.1.3	Re-elect Mr. Kurt Mäder	FOR	FOR	NA	
5.1.4	Re-elect Mr. Christoph Reich	FOR	FOR	NA	
5.1.5	Re-elect Mr. Ralph Peter Siegl	FOR	FOR	NA	
5.1.6	Elect Dr. Gabriel Brenna	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9 %).
5.1.7	Elect Dr. oec. Karin Lenzlinger Diedenhofen	FOR	FOR	NA	
5.2	Re-election of the chairman of the board	FOR	FOR	NA	
5.3	Elections to the remuneration committee	-		-	
5.3.1	Re-elect Dr. oec. publ. Heinz Knecht to the remuneration committee	FOR	FOR	NA	
5.3.2	Re-elect Dr. iur. Georges Knobel to the remuneration committee	FOR	FOR	NA	

5.3.3	Re-elect Mr. Ralph Peter Siegl to the remuneration committee	FOR	FOR	NA
5.4	Re-election of the independent proxy	FOR	FOR	NA
5.5	Re-election of the auditors	FOR	FOR	NA
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA
6.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results
1	Chairman's Speech	NON-VOTING	NON-VOTING	-
2	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING	-
3	Approve annual report, financial statements and accounts	FOR	FOR	99%
4	Approve allocation of income and dividend	FOR	FOR	99%
5	Election of the auditors	FOR	FOR	98%
6	Discharge board members and executive management	FOR	FOR	98%
7	Miscellaneous	NON-VOTING	NON-VOTING	-

Item	Item title	Board position	Ethos position	Voting results
1	Opening of the meeting	NON-VOTING	NON-VOTING	-
2	Present annual report	NON-VOTING	NON-VOTING	-
3	Present auditors' report	NON-VOTING	NON-VOTING	-
4	Approve annual report, financial statements, allocation of income and dividend	FOR	FOR	NA
5	Discharge board members	FOR	FOR	NA
6	Election of the auditors	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Welcome	NON-VOTING	NON-VOTING	-	
2.	Chairman's speech	NON-VOTING	NON-VOTING	-	
3.	Nomination of the scrutineers	NON-VOTING	NON-VOTING	-	
4.	Management report and auditor report	NON-VOTING	NON-VOTING	-	
5.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
6.	Discharge board members and executive management	FOR	FOR	NA	
7.	Approve allocation of income and dividend	FOR	FOR	NA	
8.	Election of the auditors	FOR	OPPOSE	NA	The external auditor's non-audit fees exceed audit fees.

Item	Item title	Board position	Ethos position	Voting results	
1	Chairman's speech	NON-VOTING	NON-VOTING	-	
2	Management report	NON-VOTING	NON-VOTING	-	
3	Approve annual report, financial statements and accounts	FOR	FOR	100%	
4	Approve allocation of income and dividend	-		-	
4.1	Approve allocation of income and ordinary dividend	FOR	FOR	100%	
4.2	Approve dividend from capital contribution reserves	FOR	FOR	100%	
5	Binding votes on the remuneration of the board of directors and the executive management	-		-	
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	99%	
5.2	Binding retrospective vote on the variable remuneration of the chairman of the board of directors	FOR	OPPOSE	97%	<p>The non-executive chairman receives remuneration other than a fixed amount paid in cash or in shares.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%	
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	99%	
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	99%	
6	Discharge board members and executive management	FOR	FOR	100%	

7	Re-elect Mr. Reto Donatsch	FOR	FOR	97%
8	Election of the independent proxy	FOR	FOR	100%
9	Election of the auditors	FOR	FOR	100%
10	Miscellaneous	NON-VOTING	NON-VOTING	-

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Discharge board members	FOR	FOR	NA	
3	Approve allocation of income	FOR	FOR	NA	
4	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.
5.1	Elections to the board of directors	-		-	
5.1.a	Re-elect Mr. Nicolò Angileri	FOR	FOR	NA	
5.1.2	Re-elect Ms. Geneviève Berclaz	FOR	FOR	NA	
5.1.3	Re-elect Mr. Fabio Candeli	FOR	FOR	NA	
5.1.4	Re-elect Mr. Emmanuele Emanuele	FOR	FOR	NA	
5.1.5	Re-elect Mr. Ivan Mazuranic	FOR	FOR	NA	
5.2	Re-elect Mr. Ivan Mazuranic as board chairman	FOR	FOR	NA	
5.3	Elections to the remuneration committee	-		-	
5.3.1	Re-elect Mr. Fabio Candeli to the remuneration committee	FOR	FOR	NA	
5.3.2	Re-elect Mr. Ivan Mazuranic to the remuneration committee	FOR	FOR	NA	
6	Election of the independent proxy	FOR	FOR	NA	
7	Election of the auditors	FOR	FOR	NA	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Carry forward the accumulated deficit	FOR	FOR	99%
3	Discharge board members and executive management	FOR	FOR	97%
4	Elections to the board of directors	-		-
4a	Re-elect Dr. pharm. Martin Nicklasson	FOR	FOR	99%
4b	Re-elect Mr. Domenico Scala	FOR	FOR	98%
4c	Re-elect Mr. Hans-Beat Gürtler	FOR	FOR	99%
4d	Re-elect Prof. Dr. med. Daniel Lew	FOR	FOR	99%
4e	Re-elect Dr. iur. Thomas Rinderknecht	FOR	FOR	98%
4f	Re-elect Mr. Steven D. Skolsky	FOR	FOR	99%
4g	Re-elect Dr. chem. Thomas Werner	FOR	FOR	99%
5	Re-elect Dr. pharm. Martin Nicklasson as chairman of the board	FOR	FOR	98%
6	Elections to the remuneration committee	-		-
6a	Elect Dr. pharm. Martin Nicklasson to the Remuneration Committee	FOR	FOR	98%
6b	Elect Mr. Steven D. Skolsky to the Remuneration Committee	FOR	FOR	98%
6c	Elect Dr. chem. Thomas Werner to the Remuneration Committee	FOR	FOR	98%
7	Election of the auditors	FOR	FOR	98%

8	Election of the independent proxy	FOR	FOR	100%	
9	Increase the pool of conditional capital for the employees	FOR	OPPOSE	71%	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>
10a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	
10b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	96%	
10c	Binding prospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	63%	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.	Approve allocation of income and dividend	FOR	FOR	100%
3.	Advisory vote on the remuneration report	FOR	FOR	76%
4.	Discharge board members	FOR	FOR	89%
5.1	Elections to the board of directors	-		-
5.1.1	Re-elect Mr. Patrick Burkhalter	FOR	FOR	94%
5.1.2	Re-elect Mr. Martin Hess	FOR	FOR	92%
5.1.3	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	87%
5.1.4	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	99%
5.1.5	Elect Mr. Adrian Altenburger	FOR	FOR	85%
5.2.1	Election of the chairman of the board	FOR	FOR	92%
5.2.2	Election of the deputy chairman of the board	FOR	FOR	100%
5.3	Elections to the remuneration committee	-		-
5.3.1	Elect Mr. Martin Hess to the Remuneration Committee	FOR	FOR	91%
5.3.2	Elect Mr. Adrian Altenburger to the Remuneration Committee	FOR	FOR	91%
5.3.3	Elect Mr. Patrick Burkhalter to the Remuneration Committee	FOR	FOR	99%
5.4	Election of the independent proxy	FOR	FOR	99%
5.5	Election of the auditors	FOR	FOR	98%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	90%

6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	90%
-----	--	-----	-----	-----

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members	FOR	FOR	100%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%	
5	Elections to the board of directors	-		-	
5.1	Re-elect Mr. Jörg Ackermann	FOR	OPPOSE	98%	<p>He is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (33.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
5.2	Re-elect Mr. Leo Ebnetter	FOR	FOR	100%	
5.3	Re-elect Dr. oec. publ. Irene Kaufmann-Brändli	FOR	FOR	100%	
5.4	Re-elect Mr. Andreas Land	FOR	FOR	100%	
5.5	Re-elect Mr. Werner Marti	FOR	FOR	100%	
5.6	Re-elect Mr. Hansueli Loosli	FOR	FOR	100%	
6	Election of the chairman of the board	FOR	FOR	100%	
7	Elections to the remuneration committee	-		-	
7.1	Elect Mr. Leo Ebnetter to the remuneration committee	FOR	FOR	99%	

7.2	Elect Mr. Andreas Land to the remuneration committee	FOR	FOR	100%
8	Election of the independent proxy	FOR	FOR	100%
9	Election of the auditors	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members	FOR	FOR	100%	
4.	Amend articles of association: Implementation of the Minder ordinance	-		-	
4.a	Implementation of the Minder ordinance (Art. 17 and 24)	FOR	FOR	99%	
4.b	Implementation of the Minder ordinance (Art. 27 - 29)	FOR	OPPOSE	96%	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
	Board's proposal to reject shareholder's proposal to replace "Jahresbericht" by "Lagebericht" in the articles of association	FOR	ABSTAIN	99%	Shareholders voting by proxy cannot approve in advance any unannounced proposal.
4.c	Implementation of the Minder ordinance (Art. 10, 12-14, 16, 18-22, 30)	FOR	FOR	100%	
5.1	Elections to the board of directors	-		-	

5.1.1	Re-elect Ms. Kathrin Anderegg-Dietrich	FOR	FOR	100%	
5.1.2	Re-elect Mr. Daniel Charles Bloch	FOR	FOR	100%	
5.1.3	Re-elect Prof. Dr. rer. pol. Rudolf Grünig	FOR	FOR	100%	
5.1.4	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR	100%	
5.1.5	Re-elect Mr. Peter Siegenthaler	FOR	FOR	100%	
5.1.6	Re-elect Dr. oec. Rudolf Stämpfli	FOR	FOR	100%	
5.1.7	Re-elect Dr. phil. Rudolf Wehrli	FOR	FOR	99%	
5.1.8	Elect Mr. Peter Wittwer	FOR	FOR	99%	
5.2	Election of the chairman of the board	FOR	FOR	99%	
5.3	Elections to the remuneration committee	-		-	
5.3.1	Elect Ms. Kathrin Anderegg-Dietrich to the Remuneration Committee	FOR	FOR	100%	
5.3.2	Elect Ms. Antoinette C. Hunziker-Ebnetter to the Remuneration Committee	FOR	FOR	99%	
5.3.3	Elect Dr. phil. Rudolf Wehrli to the Remuneration Committee	FOR	FOR	99%	
5.4	Election of the independent proxy	FOR	FOR	100%	
5.5	Election of the auditors	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	96%	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.1	Approve allocation of income	FOR	FOR	100%	
2.2	Distribution out of capital contribution reserves	FOR	FOR	100%	
3.	Discharge board members	-		-	
3.1	Discharge Mr. Hans Jörg Brun	FOR	OPPOSE	92%	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>
3.2	Discharge Mr. Beat Frischknecht	FOR	OPPOSE	84%	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>
3.3	Discharge Mr. André Robert Spathelf	FOR	OPPOSE	92%	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Hans Jörg Brun	FOR	FOR	100%	

4.1.2	Re-elect Mr. Beat Frischknecht	FOR	FOR	97%	
4.1.3	Re-elect Mr. André Robert Spathelf	FOR	FOR	100%	
4.2	Election of the chairman of the board	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Re-elect Mr. Hans Jörg Brun to the remuneration committee	FOR	FOR	100%	
4.3.2	Re-elect Mr. André Robert Spathelf to the remuneration committee	FOR	FOR	100%	
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	FOR	100%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	97%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	93%	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	97%	The information provided to the shareholders is insufficient.
3	Discharge board members	FOR	FOR	100%	
4	Approve allocation of income and dividend	FOR	FOR	100%	
5.a	Amend articles of association: Change to the company purpose	FOR	FOR	100%	
5.b	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	95%	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p>
6.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
6.b	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	99%	The information provided is insufficient.
7.a	Elections to the board of directors	-		-	
7.a.1	Re-elect Mr. Urs Gasche	FOR	FOR	99%	
7.a.2	Re-elect Mr. Hartmut Geldmacher	FOR	FOR	100%	
7.a.3	Re-elect Mr. Kurt Rohrbach	FOR	FOR	100%	

7.a.4	Re-elect Mr. Marc-Alain Affolter	FOR	FOR	100%
7.a.5	Re-elect Dr. iur. Georges Bindschedler	FOR	FOR	100%
7.a.6	Re-elect Mr. Kurt Schär	FOR	FOR	100%
7.a.7	Re-elect Mr. Roger Baillod	FOR	FOR	100%
7.a.8	Elect Mr. Dominique Gachoud	FOR	FOR	100%
7.b	Re-elect Mr. Urs Gasche as board chairman	FOR	FOR	99%
7.c	Elections to the nomination and remuneration committee	-	-	-
7.c.1	Re-elect Mr. Urs Gasche to the nomination and remuneration committee	FOR	FOR	98%
7.c.2	Re-elect Ms. Barbara Egger-Jenzer to the nomination and remuneration committee	FOR	FOR	98%
7.c.3	Re-elect Dr. iur. Georges Bindschedler to the nomination and remuneration committee	FOR	FOR	100%
7.d	Election of the independent proxy	FOR	FOR	100%
7.e	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Approve allocation of income and dividend	FOR	FOR	NA
3	Discharge board members	FOR	FOR	NA
4	Election of the auditors	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Discharge board members	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Elections to the board of directors	-		-	
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR	NA	
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR	NA	
4.3	Re-elect Dr. ing. Ulf Berg	FOR	FOR	NA	
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR	NA	
4.5	Re-elect Mr. Michael W. O. Garrett	FOR	FOR	NA	
4.6	Elect Prof. Dr. Gian-Luca Bona	FOR	FOR	NA	
5.	Elections to the remuneration committee	-		-	
5.1	Elect Mr. Michael W. O. Garrett to the Remuneration Committee	FOR	FOR	NA	
5.2	Elect Mr. Thierry de Kalbermatten to the Remuneration Committee	FOR	FOR	NA	
5.3	Elect Prof. Dr. Gian-Luca Bona to the Remuneration Committee	FOR	FOR	NA	
6.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group.

7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA
8.	Election of the auditors	FOR	FOR	NA
9.	Election of the independent proxy	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1	Approval of the minutes of the 2014 annual general meeting	FOR	FOR	NA	
2	Approve annual report	FOR	FOR	NA	
3.a	Approve financial statements and accounts	FOR	FOR	NA	
3.b	Binding vote on the remuneration report and the remuneration of the board of directors and the executive management	FOR	FOR	NA	
4	Approve allocation of income and dividend	FOR	FOR	NA	
5.a	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p>
5.b	Amend articles of association according to current law	FOR	FOR	NA	
6	Discharge board members	FOR	FOR	NA	
7.a	Elections to the board of directors	-		-	
7.a.1	Re-elect Mr. Stéphane Bise	FOR	FOR	NA	
7.a.2	Re-elect Mr. Edgar Brandt	FOR	FOR	NA	
7.a.3	Re-elect Dr. med. Régis Menétrey	FOR	FOR	NA	
7.a.4	Re-elect Mr. Christian Plomb	FOR	FOR	NA	

7.a.5	Re-elect Mr. Antoine Spillmann	FOR	FOR	NA
7.a.6	Re-elect Mr. Jean-Luc Strohm	FOR	FOR	NA
7.b	Elect Mr. Christian Plomb as chairman of the board	FOR	FOR	NA
7.c	Elections to the remuneration committee	-	-	-
7.c.1	Elect Mr. Edgar Brandt to the remuneration committee	FOR	FOR	NA
7.c.2	Elect Mr. Stéphane Bise to the remuneration committee	FOR	FOR	NA
7.c.3	Elect Mr. Christian Plomb to the remuneration committee	FOR	FOR	NA
7.d	Election of the independent proxy	FOR	FOR	NA
7.e	Election of the auditors	FOR	FOR	NA
8	Miscellaneous	NON-VOTING	NON-VOTING	-

Item	Item title	Board position	Ethos position	Voting results	
1.	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
2.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.2	Advisory vote on the remuneration report	FOR	OPPOSE	93%	The structure of the remuneration is not in line with Ethos' guidelines.
2.3	Discharge board members and executive management	FOR	FOR	100%	
2.4	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Amend articles of association: separation of the nomination and remuneration committee	FOR	FOR	97%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. Thomas Schmuckli-Grob as member and chairman of the board	FOR	FOR	100%	
4.1.2	Re-elect Mr. Anton Lauber	FOR	FOR	100%	
4.1.3	Re-elect Ms. Helen Wetter-Bossard	FOR	FOR	100%	
4.1.4	Re-elect Prof. Dr. Stefan Michel	FOR	FOR	100%	
4.1.5	Re-elect Ms. Mariateresa Vacalli	FOR	FOR	100%	
4.1.6	Elect Dr. phil. René Cotting	FOR	FOR	100%	
4.1.7	Elect Mr. Daniel Lippuner	FOR	FOR	100%	
4.2	Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	

4.3.1	Elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR	100%	
4.3.2	Elect Ms. Helen Wetter-Bossard to the remuneration committee	FOR	FOR	100%	
4.3.3	Elect Ms. Mariateresa Vacalli to the remuneration committee	FOR	FOR	100%	
4.4	Election of the independent proxy	-		-	
4.4.1	Election of René Peyer as independent proxy	FOR	FOR	100%	
4.4.2	Election of Christoph Schweiger as substitute of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	FOR	99%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	98%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p>
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Discharge board members and executive management	FOR	FOR	100%	
3	Approve allocation of income and dividend	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.a	Re-elect Mr. Ernst Bärtschi	FOR	FOR	100%	
4.1.b	Re-elect Mr. Rolf Broglie	FOR	FOR	93%	
4.1.c	Re-elect Mr. Claude R. Cornaz	FOR	FOR	91%	
4.1.d	Re-elect Ms. Anita Hauser Maron	FOR	FOR	93%	
4.1.e	Re-elect Mr. Michael Hauser	FOR	FOR	93%	
4.1.f	Re-elect Mr. Heinrich C. Spoerry	FOR	OPPOSE	97%	He holds an excessive number of mandates.
4.1.g	Re-elect Mr. Valentin Vogt	FOR	FOR	100%	
4.2	Election of the chairman of the board	FOR	FOR	93%	
4.3	Elections to the remuneration committee	-		-	
4.3.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	90%	
4.3.b	Re-elect Ms. Anita Hauser Maron to the remuneration committee	FOR	FOR	93%	
4.3.c	Elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR	100%	
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	FOR	96%	
5	Amend articles of association	FOR	FOR	100%	

6.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	99%
6.2	Advisory vote on the remuneration report	FOR	FOR	87%
6.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	97%
6.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1	Opening of the general meeting	NON-VOTING	NON-VOTING	-	
2	Approve annual report, financial statements and accounts	FOR	FOR	NA	
3	Discharge board members	FOR	FOR	NA	
4	Approve allocation of income and dividend	FOR	FOR	NA	
5	Elections to the board of directors	-		-	
5.1	Re-elect Mr. Gaudenz F. Domenig	FOR	FOR	NA	
5.2	Re-elect Mr. Marco Syfrig (CEO)	FOR	OPPOSE	NA	The board independence is not sufficient (25.0 %).
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR	NA	
5.4	Re-elect Mr. Peter Weigelt	FOR	FOR	NA	
6	Re-elect Mr. Gaudenz F. Domenig as board chairman	FOR	FOR	NA	
7	Elections to the remuneration committee	-		-	
7.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR	NA	
7.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR	NA	
7.3	Re-elect Mr. Peter Weigelt to the remuneration committee	FOR	FOR	NA	
8	Election of the independent proxy	FOR	FOR	NA	
9	Election of the auditors	FOR	FOR	NA	
10	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	The proposed maximum number of mandates is excessive.

11	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The structure of the remuneration is not in line with Ethos' guidelines.
----	--	-----	--------	----	--

Item	Item title	Board position	Ethos position	Voting results	
2.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	100%	
4.	Approve allocation of income and dividend	FOR	FOR	100%	
5.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
6.a	Elections to the board of directors	-		-	
6.a.1	Re-elect Mr. Beat Abgottspon	FOR	FOR	100%	
6.a.2	Re-elect Mr. Balthasar Meier	FOR	FOR	100%	
6.a.3	Re-elect Mr. Hans-Rudolf Mooser	FOR	FOR	100%	
6.a.4	Re-elect Mr. Christoph Ott	FOR	FOR	100%	
6.a.5	Re-elect Mr. Jean-Pierre Schmid	FOR	FOR	100%	
6.a.6	Re-elect Mr. Roberto Seiler	FOR	OPPOSE	97%	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 21 years) and the board independence is insufficient (33.3 %).
6.b	Election of the chairman of the board	FOR	FOR	100%	
6.c	Elections to the remuneration committee	-		-	

6.c.1	Re-elect Mr. Jean-Pierre Schmid as member of the remuneration committee	FOR	OPPOSE	96%	He is not independent (board tenure of 25 years) and the majority of the committee members are not independent. He is chairman of the remuneration committee and also chairman of the board and is not considered independent (board tenure of 25 years).
6.c.2	Re-elect Mr. Balthasar Meier as member of the remuneration committee	FOR	FOR	100%	
6.c.3	Re-elect Mr. Hans-Rudolf Mooser as member of the remuneration committee	FOR	OPPOSE	96%	He is not independent (former executive) and the majority of the committee members are not independent.
6.d	Re-election of the auditors	FOR	FOR	100%	
6.e	Re-election of the independent proxy	FOR	FOR	100%	
7.	Binding votes on the remuneration of the board of directors and the executive management	-		-	
7.a	Binding retrospective vote on the total remuneration of the board of directors (FY 2014)	FOR	FOR	99%	
7.b	Binding retrospective vote on the total remuneration of the executive management (FY 2014)	FOR	FOR	98%	
7.c	Binding prospective vote on the total remuneration of the board of directors (FY 2015)	FOR	FOR	99%	
7.d	Binding prospective vote on the total remuneration of the executive management (FY 2015)	FOR	FOR	98%	
7.e	Binding prospective vote on the total remuneration of the board of directors (Q1 2016)	FOR	FOR	99%	

7.f	Binding prospective vote on the fixed remuneration of the executive management (Q1 2016)	FOR	FOR	98%
-----	--	-----	-----	-----

Item	Item title	Board position	Ethos position	Voting results	
1.	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
2.	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING	-	
3.1	Approve annual report	FOR	FOR	100%	
3.2	Approve financial statements and consolidated accounts	FOR	FOR	99%	
3.3	Advisory vote on the remuneration report	FOR	OPPOSE	85%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
3.4	Allocation of income	FOR	FOR	98%	
3.5	Approve dividend distribution out of capital contribution reserves	FOR	FOR	98%	
4.	Discharge board members and executive management	FOR	FOR	100%	
5.	Elections to the board of directors	-		-	
5.1	Re-elect Dr. Thomas Lustenberger as member and chairman of the board	FOR	FOR	97%	
5.2.a	Re-elect Mr. Erich Kellenberger	FOR	FOR	78%	
5.2.b	Re-elect Mr. Beat Grüning	FOR	FOR	100%	
5.2.c	Re-elect Ms. Marianne Tesler	FOR	FOR	100%	
5.2.d	Re-elect Mr. Marco Gadola	FOR	FOR	100%	
5.2.e	Re-elect Mr. Felix Sulzberger	FOR	FOR	98%	
5.2.f	Re-elect Mr. Christian Haas	FOR	FOR	100%	
5.2.g	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR	100%	

5.3	Elections to the remuneration committee	-	-	-	
5.3.a	Re-elect Dr. Thomas Lustenberger to the remuneration committee	FOR	FOR	99%	
5.3.b	Re-elect Mr. Beat Grüring to the remuneration committee	FOR	FOR	99%	
6.	Election of the auditors	FOR	FOR	96%	
7.	Election of the independent proxy	FOR	FOR	100%	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
8.2	Binding prospective vote on the total (not share-based) remuneration of the executive management	FOR	FOR	99%	
8.3	Binding prospective vote on the total share-based remuneration of the executive management	FOR	OPPOSE	85%	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Advisory vote on the remuneration report	FOR	FOR	83%
3.1	Approve allocation of income	FOR	FOR	100%
3.2	Distribution out of capital contribution reserves	FOR	FOR	100%
4	Discharge board members and executive management	FOR	FOR	100%
5.1	Elections to the board of directors	-		-
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	97%
5.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	100%
5.1.3	Re-elect Mr. Denis Hall	FOR	FOR	100%
5.1.4	Re-elect Mr. Richard Laxer	FOR	FOR	97%
5.1.5	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	100%
5.1.6	Re-elect Mr. Urs Baumann	FOR	FOR	100%
5.2	Elect Dr. Monica E. Mächler	FOR	FOR	100%
5.3	Elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	97%
5.4	Elections to the remuneration committee	-		-
5.4.1	Elect Mr. Christopher M. Chambers to the Remuneration Committee	FOR	FOR	100%
5.4.2	Elect Mr. Richard Laxer to the Remuneration Committee	FOR	FOR	97%

5.4.3	Elect Mr. Urs Baumann to the Remuneration Committee	FOR	OPPOSE	97%	He is an executive in another listed company and a majority of the committee members are executives in other listed companies.
5.5	Election of the independent proxy	FOR	FOR	100%	
5.6	Election of the auditors	FOR	FOR	100%	
6.1	Approve renewal of authorised capital	FOR	FOR	98%	
6.2	Amendment of the articles of association related to the variable remuneration plan	FOR	FOR	99%	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	92%	The global amount of remuneration is significantly higher than that of the peer group.
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	100%	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	98%	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
5.	Advisory vote on the remuneration report	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	93%	The proposed increase relative to the previous year is excessive or not justified.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%	
7.1	Elections to the board of directors	-		-	
7.1.1	Re-elect Mr. Philipp Buhofer as member and chairman of the board	FOR	FOR	100%	
7.1.2	Re-elect Dr. Felix A. Thöni	FOR	FOR	100%	
7.1.3	Re-elect Mr. Urs Ziegler	FOR	FOR	100%	
7.1.4	Re-elect Mr. Peter J. Schmid	FOR	FOR	100%	
7.1.5	Re-elect Mr. Niklaus Peter Nüesch	FOR	FOR	100%	
7.2	Elections to the remuneration committee	-		-	
7.2.1	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	100%	

7.2.2	Re-elect Mr. Peter J. Schmid to the remuneration committee	FOR	FOR	100%
7.3	Election of the independent proxy	FOR	FOR	100%
7.4	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	98%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	96%	The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	73%	The total amount allows for the payment of significantly higher remunerations than those of a peer group.
5.	Elections to the board of directors	-		-	
5.1	Re-elect Mr. Max E. Katz as chairman	FOR	FOR	99%	
5.2	Re-elect Dr. Ulla Ertelt	FOR	FOR	76%	
5.3	Re-elect Prof. Dr. Matthias Freise	FOR	FOR	77%	
5.4	Re-elect Mr. Meinrad Fleischmann	FOR	FOR	99%	
5.5	Elect Mr. Remo Masala	FOR	FOR	99%	
6.	Elections to the remuneration committee	-		-	
6.1	Elect Mr. Meinrad Fleischmann to the Remuneration Committee	FOR	FOR	100%	
6.2	Elect Dr. Ulla Ertelt to the Remuneration Committee	FOR	FOR	77%	

7.	Election of the independent proxy	FOR	FOR	100%
8.	Election of the auditors	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
2	Approve annual report, financial statements and accounts	FOR	OPPOSE	NA	Serious doubts are raised concerning the quality, sincerity and comprehensiveness of the information provided.
3	Discharge board members	FOR	OPPOSE	NA	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
4	Approve allocation of income	FOR	FOR	NA	
	Elections to the board of directors	-		-	
5	Re-elect Mr. Alain Dumenil as chairman of the board	FOR	OPPOSE	NA	<p>He does not have a good reputation or his activities and attitude are not irreproachable.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %).</p>
6	Re-elect Mr. Michel Réthoret (CEO)	FOR	OPPOSE	NA	<p>The board includes too many executive directors (2) 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>

7	Re-elect Mr. Claude Chabanel	FOR	OPPOSE	NA	He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0 %).
8	Re-elect Mr. Michel Favre	FOR	OPPOSE	NA	He is 78 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 19 years) and the board independence is insufficient (0.0 %).
9	Re-elect Mr. Patrick Engler (CFO)	FOR	OPPOSE	NA	The board includes too many executive directors (2) compared to market practice in Switzerland. The board independence is not sufficient (0.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
10.1	Advisory vote on the remuneration report	FOR	FOR	NA	
10.2	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The information provided is insufficient.
11	Elections to the remuneration committee	-		-	

11.1	Elect Mr. Alain Dumenil to the remuneration committee	FOR	OPPOSE	NA	<p>Ethos did not support the election of Mr. Dumenil to the board of directors.</p> <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He is chairman of the remuneration committee and also chairman of the board and is not considered independent.</p>
11.2	Elect Mr. Patrick Engler (CFO) to the remuneration committee	FOR	OPPOSE	NA	<p>Ethos did not support the election of Mr. Engler to the board of directors.</p> <p>He is not independent and the majority of the committee members are not independent.</p> <p>He holds an executive function in the company.</p>
12	Election of the auditors	FOR	OPPOSE	NA	<p>The name of the external auditor is not disclosed before the annual general meeting.</p>
13	Election of the independent proxy	FOR	FOR	NA	
14	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p>

15	Miscellaneous	NON-VOTING	NON-VOTING	-
----	---------------	------------	------------	---

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	95%
2.	Approve allocation of income	FOR	FOR	95%
3.	Approve dividend	FOR	FOR	95%
4.	Discharge board members and executive management	FOR	FOR	79%
5.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	95%
6.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	95%
7.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	95%
7.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	94%
8.1	Advisory vote on the fixed remuneration for the executive management for the current financial year	FOR	FOR	94%
8.2	Advisory vote on the variable remuneration for the executive management for the current financial year	FOR	FOR	94%
9.	Advisory vote on the remuneration report	FOR	FOR	94%
10.	Elections to the board of directors	-		-
10.1	Re-elect Mr. Heinrich J. Essing as president	FOR	FOR	95%
10.2	Re-elect Mr. Andreas Dill	FOR	FOR	95%
10.3	Re-elect Mr. Robert Demuth	FOR	FOR	94%
10.4	Elect Mr. Erich Haefeli	FOR	FOR	95%

11.	Elections to the remuneration committee	-	-	-
11.1	Elect Mr. Heinrich J. Essing to the Remuneration Committee	FOR	FOR	94%
11.2	Elect Mr. Andreas Dill to the Remuneration Committee	FOR	FOR	94%
11.3	Elect Mr. Robert Demuth to the Remuneration Committee	FOR	FOR	93%
12.	Election of the auditors	FOR	FOR	95%
13.	Election of the independent proxy	FOR	FOR	94%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	-	
2.1	Approve allocation of income	FOR	FOR	-	
2.2	Approve dividend from capital contribution reserve	FOR	FOR	-	
3	Discharge board members and executive management	FOR	FOR	-	
4	Approve share buyback programme	FOR	FOR	-	
5.1	Amend articles of association: Long-term incentive plan	FOR	FOR	-	
5.2	Authorisation to adopt the amendment of the Stock Option Plan	FOR	FOR	-	
6	Advisory vote on the remuneration report	FOR	OPPOSE	-	The structure of the remuneration is not in line with Ethos' guidelines.
7	Elections to the board of directors and the remuneration committee	-		-	
7.1.1	Re-elect Mr. George A. David as board member and chairman of the board	FOR	OPPOSE	-	<p>He has been a member of the board for 34 years, which exceeds Ethos' guidelines.</p> <p>He is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
7.1.2	Re-elect Mr. Antonio D'Amato as member of the board and of the remuneration committee	FOR	FOR	-	

7.1.3	Re-elect Sir Michael Llewellyn-Smith as member of the board and of the remuneration committee	FOR	OPPOSE	-	He is 76 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 15 years) and the board independence is insufficient (30.8 %).
7.1.4	Re-elect Mr. Dimitris Lois as member of the board	FOR	FOR	-	
7.1.5	Re-elect Mr. Anastassis G. David as member of the board	FOR	FOR	-	
7.1.6	Re-elect Mr. Irial Finan as member of the board	FOR	FOR	-	
7.1.7	Re-elect Mr. Nigel MacDonald as member of the board	FOR	FOR	-	
7.1.8	Re-elect Mr. Christo Leventis as member of the board	FOR	FOR	-	
7.1.9	Re-elect Mr. Anastasios I. Leventis as member of the board	FOR	FOR	-	
7.1.10	Re-elect Mr. José Octavio Reyes as member of the board	FOR	FOR	-	
7.1.11	Re-elect Mr. John P. Sechi as member of the board	FOR	FOR	-	
7.2.1	Elect Ms. Olusola David-Borha as member of the board	FOR	FOR	-	
7.2.2	Elect Ms. Alexandra Papalexopoulou as member of the board and of the remuneration committee	FOR	OPPOSE	-	She holds an excessive number of mandates.
8	Election of the independent proxy	FOR	FOR	-	
9.1	Election of the auditors	FOR	FOR	-	
9.2	Advisory vote on the re-appointment of PricewaterHouseCoopers S.A. (Greece) for UK purpose	FOR	FOR	-	
9.3	Re-election of the audit expert for audits of capital increases	FOR	FOR	-	

10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	-	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>

Item	Item title	Board position	Ethos position	Voting results
	WARNING: Following last minute - discussions with the company, the report and voting recommendations were amended. Ethos recommends to vote FOR all agenda items.			-
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.a	Approve allocation of income	FOR	FOR	100%
2.b	Approve dividend distribution out of capital contribution reserves	FOR	FOR	100%
3.	Discharge board members and executive management	FOR	FOR	100%
4.	Elections to the board of directors	-		-
4.1	Re-elect Mr. Hans Hess	FOR	FOR	100%
4.2	Re-elect Mr. Hans Hess as chairman of the board	FOR	FOR	100%
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	100%
4.4	Re-elect Mr. Lucas A. Grolimund	FOR	FOR	100%
4.5	Re-elect Mr. Rolf Huber	FOR	FOR	99%
4.6	Re-elect Mr. Hans Leonz Notter	FOR	FOR	98%
4.7	Re-elect Mr. Rolf Huber to the remuneration committee	FOR	FOR	99%
4.8	Re-elect Mr. Hans Leonz Notter to the remuneration committee	FOR	FOR	99%
5.	Election of the independent proxy	FOR	FOR	100%
6.	Election of the auditors	FOR	FOR	99%
7.1	Approve renewal of authorised capital	FOR	FOR	66%

7.2	Amend articles of association: Implementation of the Minder ordinance (art. 21-28)	FOR	FOR	78%
7.3	Amend articles of association: Implementation of the Minder ordinance (others)	FOR	FOR	100%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	73%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	73%
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	77%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	-	
2.1	Approve allocation of income	FOR	FOR	-	
2.2	Approve dividend	FOR	FOR	-	
2.3	Increase share capital	FOR	FOR	-	
3.	Discharge board members and executive management	FOR	FOR	-	
4.	Approve renewal of authorised capital	FOR	OPPOSE	-	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 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 25% of the issued share capital.</p>
5.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
6.	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	-	The information provided is insufficient.
7.	Elections to the board of directors	-		-	
7.1	Re-elect Mr. Patrick Combes (CEO)	FOR	FOR	-	
7.2	Re-elect Dr. iur. François Carrard	FOR	OPPOSE	-	<p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years, business connections) and the board independence is insufficient (0.0 %).</p>

7.3	Re-elect Mr. Hervé de Carmoy	FOR	OPPOSE	-	<p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (0.0 %).</p>
7.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	OPPOSE	-	<p>He is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the board independence is insufficient (0.0 %).</p>
7.5	Re-elect Mr. Christian Goecking	FOR	FOR	-	
7.6	Re-elect Dr. h.c. oec. Pierre Languetin	FOR	OPPOSE	-	<p>He is 92 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (0.0 %).</p>
7.7	Re-elect Mr. Robert Pennone	FOR	FOR	-	
7.8	Re-elect Mr. Urs Schneider	FOR	FOR	-	
8.	Election of the chairman of the board (CEO)	FOR	OPPOSE	-	<p>He is also CEO and the combination of functions is permanent.</p> <p>The board has not established a nomination committee and the renewal or composition of the board are unsatisfactory.</p>
9.	Elections to the remuneration committee	-		-	

9.1	Elect Dr. iur. François Carrard to the Remuneration Committee	FOR	OPPOSE	-	<p>Ethos did not support the election of Dr. iur. Carrard to the board of directors.</p> <p>He is not independent (board tenure of 18 years, business connections) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.</p>
9.2	Elect Mr. Christian Goecking to the Remuneration Committee	FOR	OPPOSE	-	<p>He is not independent (board tenure of 18 years) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p>
10.	Election of the auditors	FOR	FOR	-	
11.	Election of the independent proxy	FOR	FOR	-	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members	FOR	FOR	96%	
4.	Amend articles of association	FOR	OPPOSE	99%	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
5.	Elections to the board of directors	-		-	
5.1	Re-elect Mr. Ernst Bärtschi as member and chairman of the board	FOR	FOR	98%	
5.2	Re-elect Mr. Roland Abt	FOR	FOR	100%	
5.3	Re-elect Mr. Matthias Auer	FOR	FOR	98%	
5.4	Re-elect Mr. Werner Dubach	FOR	OPPOSE	97%	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.
5.5	Re-elect Mr. Philip Mosimann	FOR	FOR	100%	
5.6	Re-elect Mr. Urs Riedener	FOR	FOR	100%	
5.7	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	93%	
5.8	Re-elect Mr. Robert F. Spoerry	FOR	FOR	98%	
6.	Elections to the remuneration committee	-		-	
6.1	Re-elect Mr. Werner Dubach to the Remuneration Committee	FOR	OPPOSE	87%	Ethos did not support the election of Mr. Dubach to the board of directors.

6.2	Re-elect Mr. Philip Mosimann to the Remuneration Committee	FOR	FOR	100%	
6.3	Re-elect Mr. Robert F. Spoerry to the Remuneration Committee	FOR	FOR	97%	
7.1	Advisory vote on the remuneration report	FOR	OPPOSE	96%	The information provided to the shareholders is insufficient.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%	
8.	Election of the auditors	FOR	OPPOSE	97%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
9.	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
	Background to the EGM	-		-	
1.	Share split	FOR	FOR	100%	
2.	Approve split plan and capital reduction	FOR	FOR	100%	
3.1 - 3.5	Creation of Piazza AG	FOR	FOR	98%	
3.6	Elections to the board of directors	-		-	
3.6.1	Elect Dr. Markus Kellenberger as chairman and member of the board	FOR	FOR	100%	
3.6.2	Elect Mr. Jacob Schmidheiny	FOR	FOR	98%	
3.6.3	Elect Mr. Martin Byland	FOR	FOR	99%	
3.6.4	Elect Mr. Lauric Barbier	FOR	FOR	100%	
3.6.5	Elect Mr. Dominik Weber	FOR	FOR	100%	
3.7	Election of the auditors	FOR	FOR	99%	
3.8	Elections to the remuneration committee	-		-	
3.8.1	Elect Mr. Jacob Schmidheiny	FOR	FOR	96%	
3.8.2	Elect Mr. Martin Byland	FOR	OPPOSE	96%	He is not independent (main shareholder) and the majority of the committee members are not independent.
3.9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
3.10	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%	
3.11	Election of the independent proxy	FOR	FOR	100%	
3.12	Seat of Piazza AG	FOR	FOR	100%	
3.13	Approval decision	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.	Approve share split 20 for 1	FOR	FOR	98%	
5.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	99%	
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	OPPOSE	99%	The global amount of remuneration is significantly higher than that of the peer group.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%	
7.1	Elections to the board of directors	-		-	
7.1.1	Re-elect Mr. Peter Andreas Schaub	FOR	OPPOSE	99%	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.
7.1.2	Re-elect Dr. Mauro Gabella	FOR	FOR	98%	
7.1.3	Re-elect Mr. Tim Talaat	FOR	OPPOSE	100%	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.
7.1.4	Re-elect Mr. Christian Wipf	FOR	FOR	99%	
7.1.5	Elect Mr. Kaspar Kelterborn	FOR	FOR	100%	
7.1.6	Elect Mr. Manuel Werder	FOR	FOR	100%	

7.2	Election of the chairman of the board	FOR	OPPOSE	100%	Ethos cannot support the election of Mr. Schaub to the board of directors.
7.3	Elections to the remuneration committee	-		-	
7.3.1	Elect Dr. Mauro Gabella to the Remuneration Committee	FOR	FOR	100%	
7.3.2	Elect Mr. Tim Talaat to the Remuneration Committee	FOR	OPPOSE	100%	Ethos did not support the election of Mr. Talaat to the board of directors.
7.3.3	Elect Mr. Christian Wipf to the Remuneration Committee	FOR	FOR	100%	
7.3.4	Elect Mr. Peter Andreas Schaub to the Remuneration Committee	FOR	OPPOSE	100%	Ethos did not support the election of Mr. Schaub to the board of directors.
7.4	Election of the auditors	FOR	OPPOSE	100%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
7.5	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	67%	The structure of the remuneration is not in line with Ethos' guidelines.
1.3	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Discharge board members and executive management	FOR	OPPOSE	94%	There is profound disagreement concerning the management of the company's affairs or the board's decisions.
3.1	Approve allocation of income	FOR	FOR	99%	
3.2	Approve Dividend distribution against reserves from capital contributions in shares and cash	FOR	FOR	99%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	88%	The global amount of remuneration is significantly higher than that of the peer group.
4.2	Binding vote on the remuneration of the executive management	FOR	OPPOSE	87%	The fixed remuneration is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive or not justified. Past awards and the amounts released after the performance/blocking period do not confirm the link between pay and performance.
4.2.1	Fixed remuneration	NON-VOTING	NON-VOTING	-	

4.2.2	Variable remuneration	NON-VOTING	NON-VOTING	-
5	Approve renewal of authorised capital	FOR	FOR	92%
6.1	Elections to the board of directors	-		-
6.1.1	Re-elect Mr. Urs Rohner as board member and chairman	FOR	FOR	96%
6.1.2	Re-elect Mr. Jassim Bin Hamad Al Thani	FOR	FOR	98%
6.1.3	Re-elect Dr. oec. Iris Bohnet	FOR	FOR	98%
6.1.4	Re-elect Ms. Noreen Doyle	FOR	FOR	99%
6.1.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	98%
6.1.6	Re-elect Mr. Jean Lanier	FOR	FOR	98%
6.1.7	Re-elect Mr. Kaikhushru Shiavax Nargolwala	FOR	FOR	98%
6.1.8	Re-elect Dr. iur. Severin Schwan	FOR	FOR	98%
6.1.9	Re-elect Mr. Richard E. Thornburgh	FOR	FOR	97%
6.1.10	Re-elect Mr. Sebastian Thrun	FOR	FOR	98%
6.1.11	Re-elect Mr. John Tiner	FOR	FOR	98%
6.1.12	Elect Ms. Seraina Maag	FOR	FOR	99%
6.2	Elections to the remuneration committee	-		-
6.2.1	Elect Dr. oec. Iris Bohnet to the remuneration committee	FOR	FOR	98%
6.2.2	Elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR	98%
6.2.3	Elect Mr. Jean Lanier to the remuneration committee	FOR	FOR	98%
6.2.4	Elect Mr. Kaikhushru Shiavax Nargolwala to the remuneration committee	FOR	FOR	98%
6.3	Re-elect auditors	FOR	FOR	98%
6.4	Re-elect special auditors	FOR	FOR	99%

6.5	Election of the independent proxy	FOR	FOR	97%
-----	-----------------------------------	-----	-----	-----

Item	Item title	Board position	Ethos position	Voting results	
1	Compensation of capital contribution reserves with loss	FOR	FOR	NA	
2	Approve annual report, financial statements and accounts	FOR	FOR	NA	
3	Appropriation of loss	FOR	FOR	NA	
4	Discharge board members and executive management	FOR	FOR	NA	
5	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p>
6.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	NA	
6.2	Binding prospective vote on options for the board of directors	FOR	OPPOSE	NA	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	

6.4	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	NA	<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 confirm the link between pay and performance.</p>
6.5	Binding prospective vote on options for the executive management	FOR	OPPOSE	NA	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>
7	Elections to the board of directors	-		-	
7.1	Re-elect Dr. Christian Itin	FOR	FOR	NA	
7.2	Re-elect Dr. Joseph Anderson	FOR	FOR	NA	
7.3	Re-elect Mr. John E. Berriman	FOR	FOR	NA	
7.4	Re-elect Mr. Kurt von Emster	FOR	FOR	NA	
8	Elections to the remuneration committee	-		-	
8.1	Elect Mr. John E. Berriman to the remuneration committee	FOR	FOR	NA	
8.2	Elect Dr. Joseph Anderson to the remuneration committee	FOR	FOR	NA	
8.3	Elect Mr. Kurt von Emster to the remuneration committee	FOR	FOR	NA	
9	Election of the independent proxy	FOR	FOR	NA	
10	Election of the auditors	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	99%	The structure of the remuneration is not in line with Ethos' guidelines.
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Special meeting for holders of bearer shares	FOR	FOR	100%	
4.1.2	Re-elect Mr. Ulrich Graf as chairman	FOR	FOR	99%	
4.1.3	Re-elect Mr. Hans R. Rüegg	FOR	FOR	99%	
4.1.4	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR	99%	
4.1.5	Re-elect Mr. Ernst F. Odermatt	FOR	FOR	98%	
4.1.6	Re-elect Dr. iur. Gabi Huber	FOR	FOR	99%	
4.1.7	Elect Mr. Jürg Fedier	FOR	FOR	99%	
4.1.8	Elect Mr. Hanno Ulmer	FOR	FOR	99%	
4.1.9	Re-elect the candidate nominated by the special meeting (agenda ITEM 4.1.1)	FOR	FOR	100%	
4.2	Elections to the remuneration committee	-		-	
4.2.1	Elect Dr. sc. techn. Hanspeter Fässler to the Remuneration Committee	FOR	OPPOSE	98%	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.

4.2.2	Elect Mr. Ulrich Graf to the Remuneration Committee	FOR	FOR	98%	
4.2.3	Elect Dr. iur. Gabi Huber to the Remuneration Committee	FOR	FOR	98%	
4.3	Election of the auditors	FOR	OPPOSE	99%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
4.4	Election of the independent proxy	FOR	FOR	100%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	100%	The global amount of remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Approve allocation of income	FOR	FOR	87%	
3	Discharge board members and executive management	FOR	FOR	98%	
4	Elections to the board of directors	-		-	
4.1	Re-elect Mr. Juan Carlos Torres Carretero as board chairman	FOR	FOR	83%	
4.2.1	Re-elect Mr. Luis Andrés Holzer Neumann	FOR	FOR	81%	
4.2.2	Re-elect Mr. Jorge Born	FOR	FOR	100%	
4.2.3	Re-elect Dr. oec. Xavier Bouton	FOR	FOR	85%	
4.2.4	Re-elect Mr. James Cohen	FOR	FOR	82%	
4.2.5	Re-elect Mr. Julián Díaz González (CEO)	FOR	OPPOSE	94%	The board independence is not sufficient (33.3 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
4.2.6	Re-elect Mr. José Ferreira de Melo	FOR	FOR	92%	
4.2.7	Re-elect Mr. George Koutsolioutsos	FOR	OPPOSE	76%	He is a representative of a significant shareholder who is sufficiently represented on the board.
4.2.8	Re-elect Mr. Joaquin Moya-Angeler Cabrera	FOR	FOR	100%	
5	Elections to the remuneration committee	-		-	
5.1	Elect Mr. Jorge Born to the remuneration committee	FOR	FOR	100%	

5.2	Elect Dr. oec. Xavier Bouton to the remuneration committee	FOR	FOR	93%	
5.3	Re-elect Mr. James Cohen to the remuneration committee	FOR	OPPOSE	77%	<p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p>
5.4	Re-elect Mr. Luis Andrés Holzer Neumann to the remuneration committee	FOR	OPPOSE	77%	<p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p>
6	Election of the auditors	FOR	OPPOSE	96%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
7	Election of the independent proxy	FOR	FOR	100%	
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	73%	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The chairman receives an annual bonus.</p>
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	90%	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
9	Ordinary capital increase	FOR	FOR	100%	
10	Amend articles of association: Acquisitions in kind	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Welcome	NON-VOTING	NON-VOTING	-	
2.	Report on 2014 financial year	NON-VOTING	NON-VOTING	-	
3.	Approve annual report, financial statements and accounts	FOR	FOR	87%	
4.	Approve allocation of income and dividend	FOR	FOR	NA	
5.	Discharge board members and executive management	FOR	OPPOSE	NA	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
6.	Elections to the board of directors	-		-	
6.a	Elect Mr. Rainer Isenrich as chairman and member of the board	FOR	FOR	NA	
6.b	Re-elect Mr. Hans Nef	FOR	FOR	NA	
6.c	Elect Mr. Fulvio Micheletti	FOR	FOR	NA	
7.	Elections to the remuneration committee	-		-	
7.a	Elect Mr. Hans Nef to the remuneration committee	FOR	FOR	NA	
7.b	Elect Mr. Rainer Isenrich to the remuneration committee	FOR	OPPOSE	NA	He holds an executive function in the company. He is chairman of the remuneration committee and also chairman of the board and is not considered independent ().
7.c	Elect Mr. Fulvio Micheletti to the remuneration committee	FOR	FOR	NA	
8.	Election of the auditors	FOR	FOR	NA	
9.	Election of the independent proxy	FOR	FOR	NA	

10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
11.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.
12.	Approve creation of authorised capital	FOR	FOR	70%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve distribution of preferred dividend	FOR	FOR	100%	
3.1	Approve allocation of income	FOR	FOR	100%	
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	FOR	100%	
4	Discharge board members and executive management	FOR	FOR	100%	
5	Amend articles of association: Implementation of the Minder ordinance	-		-	
5.1	Amendments relating to the the remuneration of the board of directors	FOR	OPPOSE	99%	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.
5.2	Amendments relating to loans and credits	FOR	OPPOSE	97%	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
5.3	Amendments relating to permitted additional mandates	FOR	FOR	100%	
6	Increase of conditional capital for the employees	FOR	OPPOSE	93%	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.
7	Binding votes on the remuneration of the board of directors and the executive management	-		-	

7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	OPPOSE	95%	The proposed increase relative to the previous year is excessive or not justified.
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	OPPOSE	93%	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	96%	The fixed remuneration is significantly higher than that of a peer group.
7.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	94%	
8.1	Elections to the board of directors	-		-	
8.1.1	Re-elect Dr. iur. Niccolò H. Burki	FOR	FOR	100%	
8.1.2	Re-elect Mr. Emmanuel Leonard Bussetil	FOR	FOR	99%	
8.1.3	Re-elect Mr. Erwin R. Caduff	FOR	FOR	100%	
8.1.4	Re-elect Mr. Robert Y. Chiu	FOR	FOR	100%	
8.1.5	Re-elect Mr. Michael Norland Higgin	FOR	FOR	100%	
8.1.6	Re-elect Dr. Spiro J. Latsis	FOR	FOR	100%	
8.1.7	Re-elect Dr. rer. pol. Bernd-A. von Maltzan	FOR	FOR	100%	
8.1.8	Re-elect Dr. Périclès-Paul Petalas	FOR	FOR	94%	
8.1.9	Re-elect Mr. Daniel K. Zuberbühler	FOR	FOR	100%	
8.1.10	Elect Mr. Joachim H. Strähle	FOR	FOR	95%	
8.2.1	Election of Mr. Joachim H. Strähle as chairman of the board	FOR	FOR	95%	

9	Elections to the remuneration committee	-	-	-
9.1	Elect Dr. iur. Niccolò H. Burki to the remuneration committee	FOR	FOR	100%
9.2	Elect Mr. Emmanuel Leonard Bussetil to the remuneration committee	FOR	FOR	99%
9.3	Elect Dr. Périclès-Paul Petalas to the remuneration committee	FOR	FOR	96%
9.4	Elect Mr. Erwin R. Caduff to the remuneration committee	FOR	FOR	100%
9.5	Elect Mr. Joachim H. Strähle to the remuneration committee	FOR	FOR	96%
10	Election of the independent proxy	FOR	FOR	100%
11	Election of the auditors	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.	Approve allocation of income and dividend	FOR	FOR	100%
3.	Discharge board members and executive management	FOR	FOR	100%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	99% The information provided is insufficient. The total amount allows for the payment of significantly higher remunerations than those of a peer group.
5.	Elections to the board of directors	-		-
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR	100%
5.2	Re-elect Mr. Walter Häusermann	FOR	FOR	100%
5.3	Re-elect Mr. David J. Schnell	FOR	FOR	92%
5.4	Re-elect Mr. Rudolf W. Weber	FOR	FOR	100%
5.5	Re-elect the chairman of the board	FOR	FOR	100%
6.	Elections to the remuneration committee	-		-
6.1	Re-elect Mr. Rudolf W. Weber to the remuneration committee	FOR	FOR	100%
6.2	Re-elect Mr. Martin Wipfli to the remuneration committee	FOR	FOR	100%
7.	Election of the independent proxy	FOR	FOR	100%
8.	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Discharge board members	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
5.2	Binding prospective vote on the total remuneration of the agricultural council	FOR	FOR	NA	
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	NA	
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Konrad Graber as chairman	FOR	FOR	NA	
6.1.2	Re-elect Mr. Thomas Oehen-Bühlmann	FOR	FOR	NA	
6.1.3	Re-elect Mr. Christian Arnold-Fässler	FOR	FOR	NA	

6.1.4	Re-elect Mr. Stephan H. Baer	FOR	FOR	NA	
6.1.5	Re-elect Ms. Monique Bourquin	FOR	FOR	NA	
6.1.6	Re-elect Mr. Niklaus Meier	FOR	FOR	NA	
6.1.7	Re-elect Mr. Josef Schmidli	FOR	OPPOSE	NA	He is not independent (board tenure of 12 years, business connections) and the board independence is insufficient (44.4 %).
6.1.8	Re-elect Ms. Diana Strebel	FOR	FOR	NA	
6.1.9	Elect Mr. Franz Steiger	FOR	FOR	NA	
6.2	Elections to the remuneration committee	-		-	
6.2.1	Elect Mr. Konrad Graber to the Remuneration Committee	FOR	FOR	NA	
6.2.2	Elect Mr. Stephan H. Baer to the Remuneration Committee	FOR	FOR	NA	
6.2.3	Elect Mr. Thomas Oehen-Bühlmann to the Remuneration Committee	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder, business connections) and the majority of the committee members are not independent.
7.	Election of the auditors	FOR	FOR	NA	
8.	Election of the independent proxy	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The structure of the remuneration is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	NA	
4	Approve allocation of balance sheet result	FOR	FOR	NA	
5.1	Approve creation of authorised capital	FOR	OPPOSE	NA	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 25% of the issued share capital. The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.
5.2	Increase conditional capital for the employees	FOR	OPPOSE	NA	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.
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Sir Tom McKillop	FOR	FOR	NA	
6.1.2	Re-elect Dr. med. Claus Braestrup	FOR	FOR	NA	
6.1.3	Re-elect Mr. Martin Gertsch	FOR	FOR	NA	
6.1.4	Re-elect Mr. Neil Goldsmith (CEO)	FOR	FOR	NA	

6.1.5	Re-elect Dr. Jutta Heim	FOR	FOR	NA	
6.1.6	Re-elect Dr. Ganesh M. Kishore	FOR	FOR	NA	
6.1.7	Re-elect Dr. Stuart Strathdee	FOR	FOR	NA	
6.1.8	Re-elect Mr. Thomas Videbaek	FOR	FOR	NA	
6.2	Re-elect Sir Tom McKillop as board chairman	FOR	FOR	NA	
7	Elections to the remuneration committee	-		-	
7.1	Re-elect Dr. med. Claus Braestrup to the Remuneration Committee	FOR	FOR	NA	
7.2	Re-elect Mr. Thomas Videbaek to the Remuneration Committee	FOR	FOR	NA	
8	Election of the auditors	FOR	FOR	NA	
9	Election of the independent proxy	FOR	FOR	NA	
10	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
11	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.

Item	Item title	Board position	Ethos position	Voting results	
	WARNING: Renumbering of agenda items. Voting positions unchanged.	-		-	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.a	Approve the 2014 net result	FOR	FOR	NA	
2.b	Approve allocation of income and dividend	FOR	FOR	NA	
3.	Discharge board members and executive management	FOR	FOR	NA	
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
5.a	Elections to the board of directors	-		-	
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	OPPOSE	NA	He is not independent (board tenure of 17 years, various reasons) and the board independence is insufficient (16.7 %).
5.a.2	Re-elect Dr. sc. pol. Michael Soormann	FOR	FOR	NA	
5.a.3	Re-elect Dr. iur. Thomas Erb	FOR	FOR	NA	

5.a.4	Re-elect Mr. Wolfgang Feil	FOR	OPPOSE	NA	He is not independent (board tenure of 12 years) and the board independence is insufficient (16.7 %).
5.a.5	Re-elect Dr. Thomas Muhr	FOR	FOR	NA	
5.a.6	Re-elect Dr. sc. techn. Kurt E. Stirnemann	FOR	FOR	NA	
5.b	Election of the chairman of the board	FOR	OPPOSE	NA	Ethos cannot support the election of Mr. von Witzleben to the board of directors.
5.c	Elections to the remuneration committee	-		-	
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. von Witzleben to the board of directors. He is not independent (board tenure of 17 years, various reasons) and the majority of the committee members are not independent.
5.c.2	Re-elect Dr. sc. pol. Michael Soormann to the remuneration committee	FOR	FOR	NA	
5.c.3	Re-elect Mr. Wolfgang Feil to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Feil to the board of directors. He is not independent (board tenure of 12 years) and the majority of the committee members are not independent.
5.d	Re-election of the independent proxy	FOR	FOR	NA	

5.e	Re-election of the auditors	FOR	OPPOSE	NA	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
6.a	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
6.b	Amend articles of association: change of the object of the company	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
1.	Present financial statements and accounts	-		-
2.	Presentation of the auditors report on the financial statements	-		-
3.	Approve annual report, financial statements and accounts	FOR	FOR	100%
4.	Advisory vote on the remuneration report	FOR	FOR	98%
5.	Discharge board members	FOR	FOR	100%
6.	Approve allocation of income and dividend	FOR	FOR	100%
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%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%
8.1	Elections to the board of directors	-		-
8.1.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	100%
8.1.2	Re-elect Ms. Corine Mauch	FOR	FOR	85%
8.1.3	Re-elect Dr. iur. Kaspar Schiller	FOR	FOR	99%
8.1.4	Re-elect Mr. Andreas G. Schmid	FOR	FOR	79%
8.1.5	Re-elect Mr. Ulrik Svensson	FOR	FOR	82%
8.2	Election of the chairman of the board	FOR	FOR	85%
8.3	Elections to the remuneration committee	-		-

8.3.1	Elect Dr. iur. Kaspar Schiller to the Remuneration Committee	FOR	FOR	99%
8.3.2	Elect Mr. Andreas G. Schmid to the Remuneration Committee	FOR	FOR	82%
8.3.3	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	80%
8.3.4	Elect Mr. Vincent Albers to the Remuneration Committee	FOR	FOR	79%
8.4	Election of the independent proxy	FOR	FOR	100%
8.5	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Discharge board members and executive management	FOR	FOR	NA	
3	Approve allocation of income and dividend	FOR	FOR	NA	
4	Reduce share capital via cancellation of shares	FOR	FOR	NA	
5	Approve share buyback programme	FOR	OPPOSE	NA	The share repurchase replaces the cash dividend.
6.1	Advisory vote on the remuneration report	FOR	FOR	NA	
6.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	NA	
6.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
6.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
7	Elections to the board of directors	-		-	
7.1	Re-elect Mr. This Ernst Schneider	FOR	FOR	NA	
7.2	Re-elect Dr. iur. Peter Altorfer	FOR	FOR	NA	
7.3	Re-elect Mr. Michael Pieper	FOR	FOR	NA	
7.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	NA	
7.5	Re-elect Dr. Reto Müller	FOR	FOR	NA	
7.6	Re-elect Mr. Vincent Studer	FOR	FOR	NA	
8	Elections to the remuneration committee	-		-	

8.1	Elect Dr. iur. Peter Altorfer to the Remuneration Committee	FOR	FOR	NA
8.2	Elect Ms. Claudia Coninx-Kaczynski to the Remuneration Committee	FOR	FOR	NA
8.3	Elect Mr. Michael Pieper to the Remuneration Committee	FOR	FOR	NA
9	Election of the auditors	FOR	FOR	NA
10	Election of the independent proxy	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
III	Specific instructions	-		-	
1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2	Discharge board members and executive management	FOR	FOR	98%	
3	Approve allocation of income and dividend	FOR	FOR	99%	
4	Advisory vote on the remuneration report	FOR	OPPOSE	91%	The information provided to the shareholders is insufficient. The remuneration of the executive chairman is not in line with Ethos' guidelines.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	92%	The remuneration of the executive chairman is excessive.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	97%	
6.1	Elections to the board of directors	-		-	
6.1.a	Re-elect Mr. Etienne Jornod as executive chairman	FOR	FOR	98%	
6.1.b	Re-elect Mr. This E. Schneider	FOR	FOR	87%	
6.1.c	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR	98%	
6.1.d	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	98%	
6.1.e	Re-elect Dr. iur. Hans Peter Frick	FOR	FOR	98%	
6.1.f	Re-elect Dr. pharm. Sylvie Grégoire	FOR	FOR	98%	
6.1.g	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	98%	

6.1.h	Re-elect Mr. Stefano Pessina	FOR	FOR	98%
6.1.i	Elect Dr. iur. Romeo Cerutti	FOR	FOR	98%
6.1.k	Elect Mr. Marc de Garidel	FOR	FOR	96%
6.1	Elections to the remuneration committee	-		-
6.2.a	Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee	FOR	FOR	98%
6.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	98%
6.2.c	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	86%
6.3	Election of the independent proxy	FOR	FOR	99%
6.4	Election of the auditors	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	51%	The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4	Reduce share capital via cancellation of shares	FOR	FOR	100%	
5	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	97%	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Johannes Antoine de Gier as board member and board chairman	FOR	FOR	99%	
6.2	Re-elect Dr. iur. Daniel Daeniker	FOR	FOR	100%	
6.3	Re-elect Mr. Count Diego du Monceau de Bergendal	FOR	FOR	100%	

6.4	Re-elect Mr. Hugh Scott-Barrett	FOR	FOR	100%	
6.5	Re-elect Ms. Tanja Weiher	FOR	FOR	100%	
7	Elections to the remuneration committee	-		-	
7.1	Elect Mr. Count Diego du Monceau de Bergendal to the Remuneration Committee	FOR	OPPOSE	97%	He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.
7.2	Elect Dr. iur. Daniel Daeniker to the Remuneration Committee	FOR	OPPOSE	98%	He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.
7.3	Elect Mr. Johannes Antoine de Gier to the Remuneration Committee	FOR	OPPOSE	96%	He is member of the remuneration committee and also chairman of the board and is not considered independent (former executive).
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	97%	The fixed remuneration is significantly higher than that of a peer group.
8.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	95%	The information provided is insufficient. The remuneration committee or the board of directors have excessive discretion with regard to awards.
9	Election of the auditors	FOR	FOR	99%	

10	Election of the independent proxy	FOR	FOR	100%
----	-----------------------------------	-----	-----	------

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	-
2	Approve allocation of income	FOR	FOR	-
3	Approve distribution of dividend from capital contribution reserves	FOR	FOR	-
4	Discharge board members and executive management	FOR	FOR	-
5	Elections to the board of directors	-		-
5.1	Re-elect Dr. Donald H. Eller	FOR	FOR	-
5.2	Re-elect Mr. Joseph J. Hartnett	FOR	FOR	-
5.3	Re-elect Dr. Min H. Kao	FOR	FOR	-
5.4	Re-elect Mr. Charles W. Peffer	FOR	FOR	-
5.5	Re-elect Mr. Clifton A. Pemble	FOR	FOR	-
5.6	Re-elect Mr. Thomas P. Poberezny	FOR	FOR	-
6	Re-elect Dr. Min H. Kao as chairman of the board	FOR	FOR	-
7	Elections to the remuneration committee	-		-
7.1	Elect Dr. Donald H. Eller to the remuneration committee	FOR	FOR	-
7.2	Elect Mr. Joseph J. Hartnett to the remuneration committee	FOR	FOR	-
7.3	Elect Mr. Charles W. Peffer to the remuneration committee	FOR	FOR	-
7.4	Elect Mr. Thomas P. Poberezny to the remuneration committee	FOR	FOR	-
8	Election of the independent proxy	FOR	FOR	-
9	Election of the auditors	FOR	FOR	-

10	Advisory vote on the Named Executive Officers remuneration	FOR	OPPOSE	-	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
11	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	-	The remuneration structure is not in line with Ethos' guidelines.
12	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
13	Amendment of the employee stock purchase plan	FOR	FOR	-	

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve Annual Report and Consolidated Financial Statements	FOR	FOR	100%
1.2	Approve Annual Financial Statements	FOR	FOR	100%
1.3	Advisory vote on the remuneration report	FOR	FOR	94%
2.1	Approve allocation of income	FOR	FOR	100%
2.2	Appropriation of Reserve from Capital Contributions and Dividend Payment	FOR	FOR	99%
3.	Discharge board members and executive management	FOR	FOR	100%
4.	Elections to the board of directors	-		-
4.A	Elections to the board of directors: proposal of the board	-		-
4.1	Re-elect Mr. Remo Brunschwiler	FOR	FOR	99%
4.3	Re-elect Mr. Andreas G. Schmid	FOR	FOR	97%
4.4	Re-elect Mr. Anthonie Stal	FOR	FOR	100%
4.6	Elect Mr. David Barger	FOR	FOR	100%
4.7	Elect Ms. Julie Southern	FOR	FOR	100%
4.B	Elections to the board of directors: proposal of the requesting shareholders	-		-
4.8	Elect Mr. Gerard van Kesteren	FOR	FOR	89%
4.10	Elect Mr. Frederick W. Reid	FOR	FOR	87%
5.A	Election of the chairman of the board: proposal of the board	FOR	FOR	97%
6.A	Elections to the remuneration committee: proposal of the board	-		-

6.2	Elect Ms. Julie Southern to the Remuneration Committee	FOR	FOR	93%	
6.3	Elect Mr. Anthonie Stal to the Remuneration Committee	FOR	FOR	100%	
6.B	Elections to the remuneration committee: proposal of the requesting shareholders	-		-	
6.6	Elect Mr. Frederick W. Reid to the Remuneration Committee	FOR	FOR	59%	
7.	Election of the independent proxy	FOR	FOR	100%	
8.	Election of the auditors	FOR	OPPOSE	76%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	89%	
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	78%	The remuneration structure is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Albert M. Baehny as board chairman	FOR	FOR	99%	
4.1.2	Re-elect Dr. iur. Felix R. Ehrat	FOR	FOR	100%	
4.1.3	Re-elect Mr. Hartmut Reuter	FOR	FOR	99%	
4.1.4	Re-elect Mr. Robert F. Spoerry	FOR	FOR	99%	
4.1.5	Re-elect Mr. Jorgen Tang-Jensen	FOR	FOR	95%	
4.1.6	Elect Mr. Thomas M. Hübner	FOR	FOR	99%	
4.2	Elections to the nomination and remuneration committee	-		-	
4.2.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	98%	
4.2.2	Re-elect Mr. Hartmut Reuter to the nomination and remuneration committee	FOR	FOR	99%	
4.2.3	Re-elect Mr. Jorgen Tang-Jensen to the nomination and remuneration committee	FOR	FOR	99%	
5	Election of the independent proxy	FOR	FOR	96%	
6	Election of the auditors	FOR	OPPOSE	94%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.

7	Remuneration	-	-	-
7.1	Advisory vote on the remuneration report	FOR	FOR	96%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	67%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	99%
3.	Approve allocation of income and dividend	FOR	FOR	100%
4.	Discharge board members, executive management and auditors	FOR	FOR	100%
5.	Re-elections to the board of directors	-	-	-
5.1	Re-elect Mr. Martin Leutenegger as chairman of the board	FOR	FOR	100%
5.2	Re-elect Dr. oec. Rolf Widmer	FOR	FOR	100%
5.3	Re-elect Mr. Peter Rufibach	FOR	FOR	99%
5.4	Re-elect Mr. Theo Prinz	FOR	FOR	100%
5.5	Re-elect Mr. Jürg Zimmermann	FOR	FOR	100%
5.6	Re-elect Mr. Rudolf Stäger	FOR	FOR	100%
5.7	Re-elect Dr. iur. Urs P. Gnos	FOR	FOR	99%
6	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
1.2	Advisory vote on the remuneration report	FOR	FOR	99%	
2.	Approve allocation of income and dividend	FOR	FOR	98%	
3.	Discharge board members and executive management	FOR	FOR	99%	
4.1	Elections to the board of directors	-		-	
4.1.a	Re-elect Mr. Jens Alder as member and chairman of the board (single vote)	FOR	FOR	99%	
4.1.b	Re-elect Dr. Beat Curti	FOR	OPPOSE	83%	He has been a member of the board for 30 years, which exceeds Ethos' guidelines. He is 78 years old, which exceeds Ethos' guidelines.
4.1.c	Re-elect Dr. Patrick Eberle	FOR	FOR	99%	
4.1.d	Re-elect Mr. Michael Scheeren	FOR	FOR	98%	
4.1.e	Re-elect Mr. Joachim Schoss	FOR	FOR	99%	
4.1.f	Elect Ms. Mirjana Blume	FOR	FOR	99%	
4.1.g	Elect Dr. Erica Dubach Spiegler	FOR	FOR	99%	
4.2	Elections to the remuneration committee	-		-	
4.2.a	Elect Mr. Jens Alder to the remuneration committee	FOR	FOR	99%	
4.2.b	Elect Mr. Joachim Schoss to the remuneration committee	FOR	FOR	99%	

4.2.c	Elect Dr. Beat Curti to the remuneration committee	FOR	OPPOSE	83%	<p>Ethos did not support the election of Dr. Curti to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 30 years) and the majority of the committee members are not independent.</p>
4.3	Election of the auditors	FOR	FOR	99%	
4.4	Election of the independent proxy	FOR	FOR	99%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	82%	The global amount of remuneration is significantly higher than that of the peer group.
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%	
6.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	91%	

Item	Item title	Board position	Ethos position	Voting results
1	Elections to the board of directors	-		-
1.1	Elect Dr. Valentin Chapero	FOR	OPPOSE	NA Ethos has concerns on the candidate due to certain past acts.

Item	Item title	Board position	Ethos position	Voting results	
1.	Elect chairman of the AGM	FOR	FOR	NA	
2.	Approve annual report and financial statements	FOR	OPPOSE	NA	The information presented to the shareholders is insufficient.
3.	Election of the auditors	FOR	FOR	NA	
	Elections to the board of directors	-		-	
4.	Re-elect Mr. Arpad Busson	FOR	FOR	NA	
5.	Re-elect Mr. Eric Bissonnier	FOR	OPPOSE	NA	The board includes too many executive directors (4) compared to market practice in Switzerland.
6.	Re-elect Mr. Michael W. O. Garrett	FOR	FOR	NA	
7.	Re-elect Mr. Joachim Gottschalk	FOR	OPPOSE	NA	The board includes too many executive directors (4) compared to market practice in Switzerland.
8.	Re-elect Mr. Maximilian Gottschalk	FOR	OPPOSE	NA	The board includes too many executive directors (4) compared to market practice in Switzerland.
9.	Re-elect Dr. Kevin Maloney	FOR	OPPOSE	NA	The board includes too many executive directors (4) compared to market practice in Switzerland.
10.	Re-elect Mr. Chris Preston	FOR	FOR	NA	
11.	Re-elect Mr. David Staples	FOR	FOR	NA	
12.	Elect Mr. Tiberto Ruy Brandolini d'Adda	FOR	FOR	NA	

13.	Renew the pool of capital for the employees	FOR	OPPOSE	NA	The transparency of the share-based plan that will be covered by the requested capital is insufficient.
14.	Amend Articles of association	FOR	FOR	NA	
15.	Amend Articles of association	FOR	FOR	NA	
16.	Amend Articles of association	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
1.	Attendance announcement of the annual meeting	NON-VOTING	NON-VOTING	-
2.	Approve minutes of the 2014 annual meeting	FOR	FOR	NA
3.	Present financial statements and accounts	NON-VOTING	NON-VOTING	-
4.	Present auditors report	NON-VOTING	NON-VOTING	-
5.	Votes on point 3 and 4 of the meeting agenda and the discharge of the board of directors	-	-	-
5.1	Approve annual report, financial statements and accounts	FOR	FOR	NA
5.2	Approve allocation of income and dividend	FOR	FOR	NA
5.3	Discharge board members and auditors	FOR	FOR	NA
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA
6.3	Advisory vote on the remuneration report 2014	FOR	FOR	NA
7.	Elections to the board of directors	-	-	-
7.1	Re-elect Dr. iur. Michel Amaudruz as chairman	FOR	FOR	NA
7.2	Re-elect Mr. Pierre-Marcel Revaz	FOR	FOR	NA
7.3	Re-elect Mr. François Sunier	FOR	FOR	NA
7.4	Re-elect Ms. Dominique Amaudruz	FOR	FOR	NA

7.5	Re-elect Mr. Rémy A. Bersier	FOR	OPPOSE	NA	He has been a member of the board for 20 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 20 years) and the board independence is insufficient (28.6 %).
7.6	Re-elect Mr. Emmanuel Séquin	FOR	FOR	NA	
7.7	Re-elect Mr. Pierre-François Veillon	FOR	FOR	NA	
8.	Elections to the remuneration committee	-		-	
8.1	Elect Dr. iur. Michel Amaudruz to the Remuneration Committee	FOR	FOR	NA	
8.2	Elect Mr. Pierre-Marcel Revaz to the Remuneration Committee	FOR	FOR	NA	
9.	Election of the independent proxy	FOR	FOR	NA	
10.	Election of the auditors	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.	Approve allocation of income	FOR	FOR	100%
3.	Approve allocation of dividend	FOR	FOR	100%
4.	Discharge board members and executive management	FOR	FOR	100%
	Elections to the board of directors	-		-
5.1	Re-elect Mr. Mr. Peter Leupp as board chairman	FOR	FOR	100%
5.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR	100%
5.2.2	Re-elect Mr. Nicklaus Henri Huber	FOR	FOR	100%
5.2.3	Re-elect Mr. Urs Kaufmann	FOR	FOR	100%
5.2.4	Re-elect Mr. Peter Pauli	FOR	FOR	100%
5.3	Elections to the remuneration committee	-		-
5.3.1	Elect Dr. iur. Stefan Breitenstein to the Remuneration Committee	FOR	FOR	100%
5.3.2	Elect Mr. Nicklaus Henri Huber to the Remuneration Committee	FOR	FOR	100%
5.3.3	Elect Mr. Urs Kaufmann to the Remuneration Committee	FOR	FOR	100%
5.3.4	Elect Mr. Mr. Peter Leupp to the Remuneration Committee	FOR	FOR	100%
5.3.5	Elect Mr. Peter Pauli to the Remuneration Committee	FOR	FOR	100%
5.4	Election of the independent proxy	FOR	FOR	100%

5.5	Election of the auditors	FOR	OPPOSE	96%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
6.	Advisory vote on the remuneration report	FOR	OPPOSE	90%	The structure of the remuneration is not in line with Ethos' guidelines.
7.	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	97%	The global amount of remuneration is significantly higher than that of the peer group.
8.	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	97%	The information provided is insufficient. The fixed remuneration is significantly higher than that of a peer group.
9.	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Discharge board members and executive management	FOR	FOR	100%
3	Approve allocation of income and dividend	FOR	FOR	100%
4.1	Elections to the board of directors	-	-	-
4.1.1	Re-elect Ms. Doris Russi Schurter	FOR	FOR	86%
4.1.2	Re-elect Dr. oec. Pierin Vincenz	FOR	FOR	99%
4.1.3	Election of the chairman of the board	FOR	FOR	88%
4.1.4	Re-elect Dr. oec. Hans-Jürg Bernet	FOR	FOR	100%
4.1.5	Re-elect Mr. Jean-René Fournier	FOR	FOR	88%
4.1.6	Elect Dr. oec. Patrick Gisel	FOR	FOR	98%
4.1.7	Re-elect Dr. iur. Balz Hösly	FOR	FOR	98%
4.1.8	Re-elect Dr. iur. Peter A. Kaemmerer	FOR	FOR	98%
4.1.9	Re-elect Dr. Hans Künzle	FOR	FOR	99%
4.1.10	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	100%
4.1.11	Re-elect Mr. John Martin Manser	FOR	FOR	99%
4.1.12	Re-elect Ms. Gabriela Payer	FOR	FOR	98%
4.1.13	Re-elect Mr. Herbert J. Scheidt	FOR	FOR	85%
4.1.14	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	100%
4.2	Elections to the remuneration committee	-	-	-

4.2.1	Elect Dr. oec. Hans-Jürg Bernet to the remuneration committee	FOR	FOR	100%	
4.2.2	Elect Mr. John Martin Manser to the remuneration committee	FOR	FOR	99%	
4.2.3	Elect Ms. Gabriela Payer to the remuneration committee	FOR	FOR	98%	
4.2.4	Elect Ms. Doris Russi Schurter to the remuneration committee	FOR	FOR	96%	
5	Binding votes on the remuneration of the board of directors and the executive management	-	-	-	
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	99%	
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%	
5.3	Binding retrospective vote on the variable remuneration of the board of directors	FOR	OPPOSE	91%	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
5.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	99%	
6	Election of the independent proxy	FOR	FOR	100%	
7	Election of the auditors	FOR	FOR	99%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.1	Approve allocation of income	FOR	FOR	100%	
2.2	Approve dividend	FOR	FOR	100%	
3.	Discharge board members	FOR	FOR	100%	
4.	Elections to the board of directors	-		-	
4.1	Re-elect Dr. lic.oec. Felix jun. Grisard	FOR	FOR	100%	
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	100%	
4.3	Re-elect Mr. John Martin Manser	FOR	FOR	100%	
4.4	Re-elect Dr. oec. Walter Jakob	FOR	FOR	100%	
4.5	Election of the chairman of the board	FOR	FOR	100%	
5.	Elections to the remuneration committee	-		-	
5.1	Elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	100%	
5.2	Elect Dr. oec. Walter Jakob to the remuneration committee	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	96%	The global amount of remuneration is significantly higher than that of the peer group.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	

6.3	Advisory vote on the remuneration report	FOR	OPPOSE	96%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
7.	Election of the independent proxy	FOR	FOR	92%	
8.	Election of the auditors	FOR	FOR	99%	

Highlight Event and Entertainment (AGM)

06.05.2015

Item	Item title	Board position	Ethos position	Voting results	
1	General informations	NON-VOTING	NON-VOTING	-	
2.1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.2	Advisory vote on the remuneration report	FOR	FOR	NA	
3	Approve allocation of income	FOR	FOR	NA	
4	Discharge board members and executive management	FOR	OPPOSE	NA	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Bernhard Burgener	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder, board tenure of 20 years) and the board independence is insufficient (0%).
5.1.2	Re-elect Mr. Martin Wagner (CEO)	FOR	OPPOSE	NA	The board independence is not sufficient (0%).
5.1.3	Re-elect Mr. Peter von Büren	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder) and the board independence is insufficient (0%).
5.2	Election of the chairman of the board	FOR	OPPOSE	NA	Ethos cannot support the election of Mr. von Büren to the board of directors.

5.3	Elections to the remuneration committee	-		-	
5.3.1	Elect Mr. Bernhard Burgener to the Remuneration Committee	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder, board tenure of 20 years) and the majority of the committee members are not independent.
5.3.2	Elect Mr. Martin Wagner to the Remuneration Committee	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. He holds an executive function in company.
6	Election of the auditors	FOR	FOR	NA	
7	Election of the independent proxy	FOR	FOR	NA	
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.1	Approve allocation of income and dividend	FOR	FOR	NA	
2.2	Approve dividend out of the capital contribution reserves	FOR	FOR	NA	
3.	Discharge board members and executive management	FOR	FOR	99%	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	99%	The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.
5.1	Advisory vote on the remuneration report	FOR	FOR	94%	
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
6.	Elections to the board of directors	-		-	
6.1	Re-elect Ms. Meike Bütikofer	FOR	FOR	NA	
6.2	Re-elect Mr. Josef Leu	FOR	FOR	NA	
6.3	Re-elect Dr. iur. Walter Locher	FOR	FOR	NA	
6.4	Re-elect Mr. Urs Renggli	FOR	FOR	NA	
6.5	Re-elect Mr. Niklaus Sauter	FOR	FOR	NA	
6.6	Re-elect Prof. Dr. Holger K.-H. Till	FOR	FOR	NA	
6.7	Re-elect Dr. sc. techn. Anton von Weissenfluh	FOR	FOR	NA	
6.8	Election of the chairman of the board	FOR	FOR	NA	

	Elections to the remuneration committee	-	-	-
6.9	Elect Dr. sc. techn. Anton von Weissenfluh to the Remuneration Committee	FOR	FOR	NA
6.10	Elect Mr. Josef Leu to the Remuneration Committee	FOR	FOR	NA
6.11	Elect Mr. Niklaus Sauter to the Remuneration Committee	FOR	FOR	NA
7.	Election of the independent proxy	FOR	FOR	NA
8.	Election of the auditors	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.	Amend articles of association	FOR	FOR	100%	
5.1	Advisory vote on the remuneration report	FOR	OPPOSE	98%	<p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	100%	The remuneration of the executive members of the board (excluding the executive management) is excessive or is not in line with Ethos' guidelines.
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	
6.	Elections to the board of directors	-		-	
6.1	Re-elect Dr. oec. Ernst Lienhard as representative of the bearer shareholders	FOR	FOR	100%	
6.2.1	Re-elect Dr. iur. Ida Hardegger	FOR	FOR	100%	
6.2.2	Re-elect Mr. Fritz Höchner	FOR	OPPOSE	100%	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 24 years) and the board independence is insufficient (28.6 %).</p>

6.2.3	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	100%	
6.2.4	Re-elect Dr. oec. Ernst Lienhard	FOR	FOR	100%	
6.2.5	Re-elect Dr. Alexander Stoffel	FOR	OPPOSE	100%	<p>He has been a member of the board for 49 years, which exceeds Ethos' guidelines.</p> <p>He is 87 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 49 years) and the board independence is insufficient (28.6 %).</p>
6.2.6	Re-elect Dr. Jean Gérard Villot	FOR	FOR	100%	
6.2.7	Elect Dr. Andreas Binder	FOR	FOR	100%	
6.3	Election of the chairman of the board	FOR	FOR	100%	
7.	Elections to the remuneration committee	-		-	
7.1	Elect Dr. iur. Ida Hardegger to the Remuneration Committee	FOR	FOR	100%	
7.2	Elect Mr. Fritz Höchner to the Remuneration Committee	FOR	OPPOSE	100%	Ethos did not support the election of Mr. Höchner to the board of directors.
7.3	Elect Prof. Dr. oec. Christoph Lechner to the Remuneration Committee	FOR	FOR	100%	
7.4	Elect Dr. oec. Ernst Lienhard to the Remuneration Committee	FOR	FOR	100%	
7.5	Elect Dr. Alexander Stoffel to the Remuneration Committee	FOR	OPPOSE	100%	Ethos did not support the election of Dr. Stoffel to the board of directors.

7.6	Elect Dr. Jean Gérard Villot to the Remuneration Committee	FOR	OPPOSE	100%	He holds an executive function in company.
7.7	Elect Dr. Andreas Binder to the Remuneration Committee	FOR	FOR	100%	
8.	Election of the auditors	FOR	FOR	100%	
9.	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Discharge board members	FOR	FOR	100%
3	Approve allocation of income and dividend	FOR	FOR	100%
4	Elections to the board of directors and the nomination and remuneration committee	-	-	-
4.1	Re-elect Dr. Beat E. Lüthi as board chairman	FOR	FOR	100%
4.2	Re-elect Dr. ing. Richard Fischer as board member	FOR	FOR	93%
4.3	Re-elect Dr. ing. Richard Fischer to the nomination and remuneration committee	FOR	FOR	93%
4.4	Re-elect Ms. Vanessa Frey as board member	FOR	FOR	92%
4.5	Re-elect Mr. Beat M. Siegrist as board member	FOR	FOR	100%
4.6	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	FOR	100%
4.7	Re-elect Dr. iur. Thomas Staehelin as board member	FOR	FOR	93%
4.8	Re-elect Dr. iur. Thomas Staehelin to the nomination and remuneration committee	FOR	FOR	93%
5	Election of the independent proxy	FOR	FOR	100%
6	Election of the auditors	FOR	FOR	100%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%

Interroll (AGM)

08.05.2015

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Approve allocation of income	FOR	FOR	NA	
3	Discharge board members and executive management	FOR	FOR	NA	
4	Reduction of capital	-		-	
4.1	Reduce share capital via repayment of nominal value	FOR	FOR	NA	
4.2	Amendment to the articles of association	FOR	FOR	NA	
5	Amend articles of association: Implementation of the Minder ordinance	-		-	
5.1	Amend articles of association: Remuneration of the board of directors and the executive management	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p>
5.2	Amend articles of association: General amendments	FOR	OPPOSE	NA	<p>The proposed maximum number of mandates is excessive.</p>
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	

6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	NA	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
7	Elections to the board of directors	-		-	
7.1	Re-elect Mr. Kurt Rudolf as chairman of the board	FOR	FOR	NA	
7.2	Re-elect Mr. Paolo Bottini	FOR	FOR	NA	
7.3	Re-elect Mr. Philippe Dubois	FOR	FOR	NA	
7.4	Re-elect Mr. Stefano Mercorio	FOR	FOR	NA	
7.5	Re-elect Mr. Ingo Specht	FOR	FOR	NA	
7.6	Re-elect Mr. Urs Tanner	FOR	FOR	NA	
7.7	Re-elect Prof. Dr. Horst Wildemann	FOR	OPPOSE	NA	<p>He is not independent (board tenure of 16 years) and the board independence is insufficient (14.3 %).</p>
8	Elections to the remuneration committee	-		-	
8.1	Elect Mr. Kurt Rudolf to the remuneration committee	FOR	FOR	NA	
8.2	Elect Prof. Dr. Horst Wildemann to the remuneration committee	FOR	OPPOSE	NA	<p>Ethos did not support the election of Prof. Dr. h. c. Wildemann to the board of directors.</p> <p>He is not independent (board tenure of 16 years) and the majority of the committee members are not independent.</p>
9	Election of the auditors	FOR	FOR	NA	

10	Election of the independent proxy	FOR	FOR	NA
----	-----------------------------------	-----	-----	----

Intershop (AGM)

01.04.2015

Item	Item title	Board position	Ethos position	Voting results	
1.2	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.3	Approve financial statements of Intershop Holding AG	FOR	FOR	100%	
1.4	Approve allocation of income and dividend	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	OPPOSE	98%	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>
3.	Amend articles of association: Conversion of bearer shares into registered shares	FOR	FOR	100%	

4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	93%	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration. The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted. In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting. The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	92%	The information provided is insufficient.
6.1	Elections to the board of directors	-		-	
6.1.a	Re-elect Mr. Dieter Marmet	FOR	FOR	100%	
6.1.b	Re-elect Mr. Charles Stettler	FOR	FOR	100%	
6.1.c	Elect Dr. iur. Michael Dober	FOR	FOR	100%	
6.2	Re-election of the chairman of the board	FOR	FOR	100%	
6.3	Elections to the remuneration committee	-		-	

6.3.a	Re-elect Mr. Dieter Marmet to the remuneration committee	FOR	OPPOSE	98%	He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.
6.3.b	Re-elect Mr. Charles Stettler to the remuneration committee	FOR	OPPOSE	98%	He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.
6.3.c	Elect Dr. iur. Michael Dober to the remuneration committee	FOR	FOR	100%	
6.4	Re-election of the independent proxy	FOR	FOR	100%	
6.5	Re-election of the auditors	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA
2.	Advisory vote on the remuneration report	FOR	FOR	NA
3.	Approve allocation of income and dividend	FOR	FOR	NA
4.	Discharge board members and executive management	FOR	FOR	NA
5.1	Amendments to the articles of association not linked to the Minder Ordinance	FOR	FOR	NA
5.2	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA
6.1	Elections to the board of directors	-		-
6.1.a	Re-elect Dr. Rinaldo Riguzzi	FOR	FOR	NA
6.1.b	Re-elect Dr. med. Walter Schweizer	FOR	FOR	NA
6.1.c	Re-elect Mr. Andreas Joehle	FOR	FOR	NA
6.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	NA
6.1.e	Re-elect Mr. Michel Kuehn	FOR	FOR	NA
6.1.f	Re-elect Ms. Rita Ziegler	FOR	FOR	NA
6.2	Election of Dr. Rinaldo Riguzzi as chairman of the board	FOR	FOR	NA
6.3	Elections to the nomination and remuneration committee	-		-
6.3.a	Elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee	FOR	FOR	NA
6.3.b	Elect Dr. med. Walter Schweizer to the nomination and remuneration committee	FOR	FOR	NA
6.3.c	Elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee	FOR	FOR	NA

6.4	Election of the independent proxy	FOR	FOR	NA
6.5	Election of the auditors	FOR	FOR	NA
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA
7.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2.	Approve allocation of income and dividend	FOR	FOR	98%	
3.	Discharge board members and executive management	FOR	FOR	97%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	97%	
4.2.1	Binding retrospective vote on the cash-based variable remuneration of the executive management	FOR	FOR	96%	
4.2.2	Binding prospective vote on the share-based variable remuneration of the executive management	FOR	OPPOSE	93%	The information provided is insufficient.
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	90%	The fixed remuneration is significantly higher than that of a peer group.
5.	Advisory vote on the remuneration report	FOR	OPPOSE	91%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Daniel J. Sauter	FOR	FOR	98%	
6.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR	98%	
6.1.3	Re-elect Mr. Andreas Amschwand	FOR	FOR	98%	
6.1.4	Re-elect Dr. Heinrich Baumann	FOR	FOR	98%	

6.1.5	Re-elect Ms. Claire Giraut	FOR	FOR	98%
6.1.6	Re-elect Mr. Gareth Penny	FOR	FOR	98%
6.1.7	Re-elect Mr. Charles Stonehill	FOR	FOR	98%
6.2.1	Elect Mr. Paul Man-Yiu Chow	FOR	FOR	98%
6.3	Election of the chairman of the board	FOR	FOR	97%
6.4	Elections to the remuneration committee	-	-	-
6.4.1	Elect Mr. Gilbert Achermann to the Remuneration Committee	FOR	FOR	98%
6.4.2	Elect Dr. Heinrich Baumann to the Remuneration Committee	FOR	FOR	98%
6.4.3	Elect Mr. Gareth Penny to the Remuneration Committee	FOR	FOR	97%
7.	Election of the auditors	FOR	FOR	97%
8.	Election of the independent proxy	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	99%	
4.	Elections to the board of directors	-		-	
4.1	Re-elect Prof. Dr. Thomas Bieger as member and chairman of the board	FOR	FOR	100%	
4.2	Re-elect Mr. Peter Baumann	FOR	OPPOSE	98%	He is not independent (business connections) and the board independence is insufficient (16.7 %).
4.3	Re-elect Mr. Nils Graf	FOR	OPPOSE	97%	He is not independent (business connections) and the board independence is insufficient (16.7 %).
4.4	Re-elect Mr. Bruno Hofweber	FOR	OPPOSE	98%	He is not independent (business connections) and the board independence is insufficient (16.7 %).
4.5	Re-elect Dr. Jürg Rieben	FOR	FOR	98%	
4.6	Re-elect Mr. Ueli Winzenried	FOR	FOR	96%	
5.	Elections to the remuneration committee	-		-	
5.1	Re-elect Mr. Peter Baumann to the remuneration committee	FOR	OPPOSE	98%	Ethos did not support the election of Mr. Baumann to the board of directors.
5.2	Re-elect Prof. Dr. Thomas Bieger to the remuneration committee	FOR	FOR	99%	

5.3	Re-elect Mr. Ueli Winzenried to the remuneration committee	FOR	FOR	95%	
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	OPPOSE	96%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p>
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	95%	
7.	Election of the independent proxy	FOR	FOR	100%	
8.	Election of the auditors	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
	Background to the EGM	-		-
1	Approval of the combination of Kaba Group with Dorma Group	FOR	FOR	98%
2	Formally selective opting out	FOR	FOR	95%
3	Change of name into dorma+kaba Holding AG	FOR	FOR	100%
4.1	Cancellation of the restriction of transferability	FOR	FOR	100%
4.2	Cancellation of the voting rights restriction	FOR	FOR	100%
4.3	Decisions of the board of directors	FOR	FOR	100%
4.4	Quorum at general meetings	FOR	FOR	98%
5	Elections to the board of directors	-		-
5.1	Elect Ms. Christine Mankel	FOR	FOR	99%
5.2	Elect Ms. Stephanie Brecht-Bergen	FOR	FOR	99%
5.3	Elect Dr. iur. Hans Gummert	FOR	FOR	96%
6	Elect Dr. iur. Hans Gummert to the remuneration committee	FOR	FOR	95%
7	Payment of dividend	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	97%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	75%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2.	Approve allocation of income	FOR	FOR	97%	
3.	Approve dividend distribution out of capital contribution reserves	FOR	FOR	97%	
4.	Reduce share capital via repayment of nominal value	FOR	FOR	94%	
5.	Discharge board members and executive management	FOR	FOR	96%	
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Philipp Buhofer	FOR	FOR	92%	
6.1.2	Re-elect Mr. Jakob Bleiker	FOR	FOR	97%	
6.1.3	Re-elect Mr. Ulrich Looser	FOR	FOR	97%	
6.1.4	Re-elect Dr. oec. Felix A. Thöni	FOR	FOR	96%	
6.1.5	Re-elect Mr. Walter T. Vogel	FOR	FOR	97%	
6.2	Re-election of the chairman of the board	FOR	FOR	96%	
6.3	Elections to the remuneration committee	-		-	
6.3.1	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	96%	
6.3.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	97%	

6.3.3	Re-elect Mr. Walter T. Vogel to the remuneration committee	FOR	FOR	97%	
6.4	Election of the independent proxy	FOR	FOR	97%	
6.5	Election of the auditors	FOR	FOR	96%	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	89%	<p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
8.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	90%	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p>

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	99%
2.	Discharge board members and executive management	FOR	FOR	98%
3.	Approve allocation of income and dividend	FOR	FOR	100%
	Elections to the board of directors	-		-
4.1	Elect Dr. sc. techn. Beat Kälin as new board member and chairman	FOR	FOR	98%
4.2.1	Re-elect Mr. David Dean	FOR	FOR	99%
4.2.2	Re-elect Mr. Kurt Härri	FOR	FOR	99%
4.2.3	Re-elect Mr. Daniel Hirschi	FOR	FOR	97%
4.2.4	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	99%
4.2.5	Re-elect Mr. Leo Gerold Steiner	FOR	FOR	89%
4.3	Elections to the remuneration committee	-		-
4.3.1	Elect Mr. Daniel Hirschi to the Remuneration Committee	FOR	FOR	98%
4.3.2	Elect Dr. sc. techn. Beat Kälin to the Remuneration Committee	FOR	FOR	93%
4.3.3	Elect Prof. Dr. Roland Siegwart to the Remuneration Committee	FOR	FOR	98%
4.4	Election of the independent proxy	FOR	FOR	100%
4.5	Election of the auditors	FOR	FOR	98%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	88%

5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	93%
6.	Proposal by zCapital AG, Zug, Switzerland	OPPOSE	OPPOSE	42%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	NA	
4.1	Elections to the board of directors	-		-	
4.1.a	Re-elect Dr. oec. Renato Fassbind	FOR	FOR	99%	
4.1.b	Re-elect Mr. Jürgen Fitschen	FOR	FOR	99%	
4.1.c	Re-elect Mr. Karl Gernandt	FOR	FOR	88%	
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	98%	
4.1.e	Re-elect Mr. Hans U. Lerch	FOR	FOR	99%	
4.1.f	Re-elect Dr. iur. Thomas Staehelin	FOR	OPPOSE	89%	He has been a member of the board for 37 years, which exceeds Ethos' guidelines.
4.1.g	Re-elect Dr. Martin Wittig	FOR	FOR	100%	
4.1.h	Re-elect Dr. sc. tech. Jörg Wolle	FOR	FOR	99%	
4.1.i	Re-elect Mr. Bernd Wrede	FOR	FOR	92%	
4.2	Re-elect Mr. Karl Gernandt as chairman of the board	FOR	FOR	89%	
4.3	Elections to the remuneration committee	-		-	

4.3.a	Elect Mr. Karl Gernandt to the remuneration committee	FOR	OPPOSE	87%	<p>He is not independent (representative of an important shareholder, various reasons) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.</p>
4.3.b	Elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	90%	
4.3.c	Elect Mr. Hans U. Lerch to the remuneration committee	FOR	FOR	99%	
4.3.d	Elect Dr. sc. tech. Jörg Wolle to the remuneration committee	FOR	FOR	99%	
4.3.e	Elect Mr. Bernd Wrede to the remuneration committee	FOR	FOR	92%	
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	FOR	100%	
5.1	Reduce the pool of conditional capital for the employees	FOR	FOR	100%	
5.2	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	97%	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates is excessive.</p>

6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	91%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p> <p>The remuneration of the chairman of the board is excessive or is not in line with Ethos' guidelines.</p>
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	91%	<p>The information provided is insufficient.</p>
7	Advisory vote on the remuneration report	FOR	OPPOSE	87%	<p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.1	Approve allocation of income	FOR	FOR	100%	
2.2	Distribution of Dividend from reserves from capital contributions	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Heinz Karrer	FOR	FOR	100%	
4.1.2	Re-elect Mr. Jay Lee	FOR	OPPOSE	88%	He holds an excessive number of mandates. He has attended too few board meetings absent compelling and justified reasons.
4.1.3	Re-elect Mr. John Lindquist	FOR	FOR	98%	
4.1.4	Re-elect Mr. Adriaan Nühn	FOR	FOR	97%	
4.1.5	Re-elect Mr. David J. Schnell	FOR	FOR	98%	
4.1.6	Re-elect Ms. Annette S. Schömmel	FOR	FOR	98%	
4.1.7	Elect Ms. Selina Neri	FOR	FOR	100%	
4.2	Election of Mr. Heinz Karrer as chairman of the board	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Mr. Jay Lee to the remuneration committee	FOR	OPPOSE	89%	Ethos did not support the election of Mr. Lee to the board of directors. He holds an excessive number of mandates.

4.3.2	Elect Mr. Adriaan Nühn to the remuneration committee	FOR	FOR	98%	
4.3.3	Elect Ms. Annette S. Schömmel to the remuneration committee	FOR	FOR	97%	
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	FOR	98%	
5	Amend articles of association	FOR	FOR	93%	
6.1	Advisory vote on the remuneration report	FOR	FOR	80%	
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	87%	The information provided is insufficient.

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	79%	The information provided to the shareholders is insufficient.
2	Discharge board members and executive management	FOR	FOR	98%	
3.1	Approve allocation of income	FOR	FOR	83%	
3.2	Approve distribution from capital contribution reserves	FOR	FOR	83%	
4	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	96%	<p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The information provided is insufficient to assess the variable remuneration plans' features and functioning.</p> <p>The amount available for new members of the executive management is excessive.</p>
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Prof. Dr. Wolfgang Reitzle	FOR	FOR	99%	
5.1.2	Re-elect Prof. Dr. Wolfgang Reitzle as chairman of the board	FOR	FOR	99%	
5.1.3	Re-elect Dr. iur. Beat W. Hess	FOR	FOR	100%	
5.1.4	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR	100%	
5.1.5	Re-elect Mr. Adrian Loader	FOR	FOR	99%	
5.1.6	Re-elect Dr. h.c. Thomas Schmidheiny	FOR	FOR	98%	

5.1.7	Re-elect Mr. Jürg Oleas	FOR	OPPOSE	97%	He holds an excessive number of mandates.
5.1.8	Re-elect Ms. Hanne B. Breinbjerg Sorensen	FOR	FOR	100%	
5.1.9	Re-elect Dr. iur. Dieter Spälti	FOR	FOR	98%	
5.1.10	Re-elect Ms. Anne Wade	FOR	FOR	99%	
5.2	Elections to the remuneration committee	-		-	
5.2.1	Elect Mr. Adrian Loader to the remuneration committee	FOR	FOR	99%	
5.2.2	Elect Prof. Dr. Wolfgang Reitzle to the remuneration committee	FOR	FOR	99%	
5.2.3	Elect Dr. h.c. Thomas Schmidheiny to the remuneration committee	FOR	FOR	98%	
5.2.4	Elect Ms. Hanne B. Breinbjerg Sorensen to the remuneration committee	FOR	FOR	99%	
5.3	Election of the auditors	FOR	FOR	99%	
5.4	Election of the independent proxy	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	96%	The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	81%	The information provided is insufficient.

Item	Item title	Board position	Ethos position	Voting results	
	Background to the EGM	-		-	
1.1	Ordinary capital increase	FOR	OPPOSE	94%	The acquisition, merger or spin-off is not consistent with the long-term interests of the majority of the company's stakeholders. The governance of the new entity is clearly worse than before.
1.2	Approve new authorised capital for the purpose of re-opened exchange offer and the squeeze-out	FOR	OPPOSE	94%	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.
2	Approve new authorised capital for a stock dividend	FOR	FOR	97%	
3	Articles of association	FOR	OPPOSE	94%	The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders.
4	Elections to the board of directors	-		-	
4.1	Elect Mr. Bruno Lafont	FOR	OPPOSE	93%	The board independence is not sufficient (42.9 %).
4.2	Elect Mr. Paul Desmarais Jr.	FOR	OPPOSE	91%	The board independence is not sufficient (42.9 %).
4.3	Elect Mr. Gérard Lamarche	FOR	OPPOSE	93%	The board independence is not sufficient (42.9 %).

4.4	Elect Mr. Nassef Sawiris	FOR	OPPOSE	94%	The board independence is not sufficient (42.9 %).
4.5	Elect Mr. Philippe P. Dauman	FOR	OPPOSE	94%	The board independence is not sufficient (42.9 %).
4.6	Elect Mr. Oscar Fajul Martin	FOR	OPPOSE	94%	The board independence is not sufficient (42.9 %).
4.7	Elect Mr. Bertrand Collomb	FOR	OPPOSE	94%	The board independence is not sufficient (42.9 %).
5	Elections to the remuneration committee	-		-	
5.1	Elect Mr. Paul Desmarais Jr. to the Remuneration Committee	FOR	OPPOSE	91%	Ethos did not support the election of Mr. Desmarais Jr. to the board of directors.
5.2	Elect Mr. Oscar Fajul Martin to the Remuneration Committee	FOR	OPPOSE	94%	Ethos did not support the election of Mr. Fajul Martin to the board of directors.
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	93%	The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	93%	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1.	Authorize the preparation of statutory accounts in English	FOR	FOR	100%
2.	Approve annual accounts and allocation of income	FOR	FOR	100%
3.	Discharge board members	FOR	FOR	100%
4.	Advisory vote on the acquisition of lastminute.com	FOR	FOR	100%
5.	Amend articles of association	FOR	FOR	100%
6.	Approve share buyback programme	FOR	OPPOSE	100% The amount to be repurchased exceeds 10% of the share capital.
7.	Elections to the board of directors	-		-
7.a	Re-elect Mr. Fabio Cannavale as member and chairman of the board	FOR	FOR	100%
7.b	Re-elect Mr. Francesco Signoretti	FOR	FOR	100%
7.c	Re-elect Mr. Jérôme Cohen Scali	FOR	FOR	100%
7.d	Re-elect Mr. Roberto Italia	FOR	FOR	100%
7.e	Re-elect Mr. Ottonel Popesco	FOR	FOR	100%
7.f	Re-elect Ms. Julia Bron	FOR	FOR	100%
7.g	Elect Mr. Minter Dial	FOR	FOR	100%
7.h	Elect Mr. Fabio Selmoni	FOR	FOR	100%
8.	Approve the share participation programme	FOR	OPPOSE	100% The information provided to the shareholders is insufficient.

9.	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	100%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p>
10.	Election of the auditors	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2.	Discharge board members and executive management	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Jim Atack	FOR	FOR	NA	
4.1.2	Re-elect Mr. Mr. Stefan A. Müller	FOR	FOR	NA	
4.1.3	Re-elect Mr. Antoine Spillmann	FOR	FOR	NA	
4.1.4	Re-elect Mr. Bryan Urban	FOR	FOR	NA	
4.1.5	Re-elect Mr. Scott Macaw	FOR	FOR	NA	
4.1.6	Re-elect Mr. Robert Robertsson	FOR	FOR	NA	
4.2	Election of the chairman of the board	FOR	FOR	NA	
5.	Elections to the remuneration committee	-		-	
5.1	Elect Mr. Jim Atack to the remuneration committee	FOR	FOR	NA	
5.2	Elect Mr. Mr. Stefan A. Müller to the remuneration committee	FOR	FOR	NA	
5.3	Elect Mr. Bryan Urban to the remuneration committee	FOR	FOR	NA	

5.4	Elect Mr. Scott Macaw to the remuneration committee	FOR	FOR	NA	
6.	Election of the auditors	FOR	FOR	NA	
7.	Election of the independent proxy	FOR	FOR	NA	
8.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
9.2	Binding prospective vote on the total remuneration of the executive management	WITHDRAWN	OPPOSE	-	The information provided is insufficient.

Item	Item title	Board position	Ethos position	Voting results
1.	Present financial statements, annual accounts and auditors report	-		-
1.1	Approve annual report, financial statements and accounts	FOR	FOR	-
1.2	Advisory vote on the remuneration report	FOR	FOR	-
2.	Approve allocation of income and dividend	FOR	FOR	-
3.	Discharge board members and executive management	FOR	FOR	-
4.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	-
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	-
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	-
6.1	Elections to the board of directors	-		-
6.1.1	Re-elect Dr. ing. Ilan Cohen	FOR	FOR	-
6.1.2	Re-elect Dr. ing. Norbert Hess	FOR	FOR	-
6.1.3	Re-elect Mr. Ueli Wampfler	FOR	FOR	-
6.1.4	Re-elect Mr. Andreas Hürlimann as chairman	FOR	FOR	-
6.2	Elect Mr. Ulrich Looser	FOR	FOR	-
7.	Elections to the remuneration committee	-		-
7.1	Elect Dr. ing. Norbert Hess to the Remuneration Committee	FOR	FOR	-

7.2	Elect Mr. Andreas Hürlimann to the Remuneration Committee	FOR	FOR	-
8.	Election of the independent proxy	FOR	FOR	-
9.	Election of the auditors	FOR	FOR	-

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2.1	Approve allocation of income	FOR	FOR	NA
2.2	Approve dividend from capital contributions reserves	FOR	FOR	NA
3	Present remuneration report 2014	NON-VOTING	NON-VOTING	-
4	Discharge board members and executive management	FOR	FOR	NA
5	Elections to the board of directors	-		-
5.1	Re-elect Prof. Dr. iur. Peter Forstmoser as board chairman	FOR	FOR	NA
5.2	Re-elect Dr. Jörg Behrens	FOR	FOR	NA
5.3	Re-elect Mr. Vince Chandler	FOR	FOR	NA
5.4	Re-elect Mr. Patrick de Figueiredo	FOR	FOR	NA
5.5	Re-elect Mr. Hans Isler	FOR	FOR	NA
5.6	Re-elect Mr. Lukas Ruffin	FOR	FOR	NA
5.7	Re-elect Dr. oec. Pierin Vincenz	FOR	FOR	NA
5.8	Elect Dr. oec. Patrik Gisel	FOR	FOR	NA
6	Elections to the remuneration committee	-		-
6.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	FOR	FOR	NA
6.2	Re-elect Mr. Vince Chandler to the remuneration committee	FOR	FOR	NA
6.3	Re-elect Dr. oec. Pierin Vincenz to the remuneration committee	FOR	FOR	NA
6.4	Re-elect Mr. Lukas Ruffin to the remuneration committee	FOR	FOR	NA

7	Election of the auditors	FOR	FOR	NA	
8	Election of the independent proxy	FOR	FOR	NA	
9	Votes on the remuneration of the board of directors and the executive management	-		-	
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The proposed increase relative to the previous year is excessive or not justified.
9.2	Advisory vote on the 2015 remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient.
9.3	Binding vote on the 2016 remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient.
10.1	Creation of a new authorised capital	FOR	FOR	97%	
10.2	Share split	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
1.	Opening	NON-VOTING	NON-VOTING	-
2.	Presentation of the annual report and of the auditor's report	NON-VOTING	NON-VOTING	-
3.	Approve annual report, financial statements and accounts	FOR	FOR	100%
4.	Approve allocation of income and dividend	FOR	FOR	100%
5.	Discharge board members	FOR	FOR	100%
6.	Elections to the board of directors	-	-	-
	Re-elect Dr. oec. Hans-Werner Gassner	FOR	FOR	100%
	Re-elect Mr. Markus Foser	FOR	FOR	100%
	Re-elect Mr. Markus Büchel	FOR	FOR	100%
	Re-elect Mr. Roland Oehri	FOR	FOR	100%
7.	Election of the auditors	FOR	FOR	99%
8.	Amend Articles of association	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.	Approve allocation of income	FOR	FOR	100%
3.	Discharge board members and executive management	-	-	-
3.1	Discharge Kenneth Melani	FOR	FOR	90%
3.2	Discharge Urs Wettstein	FOR	FOR	90%
3.3	Discharge Yacov Geva	FOR	FOR	76%
3.4	Discharge Patrick Schildknecht	FOR	FOR	100%
3.5	Discharge Thomas Rühle	FOR	FOR	100%
3.6	Discharge Antoine Hubert	FOR	FOR	99%
3.7	Discharge Kobi Ben Efraim	OPPOSE	OPPOSE	7%
3.8	Discharge Stephan Rietiker	FOR	FOR	100%
3.9	Discharge Mike Turchi	FOR	FOR	100%
3.10	Discharge Stephanie Kravetz	FOR	FOR	100%
3.11	Discharge Dominik Aronsky	FOR	FOR	99%
3.12	Discharge Roger Richardson	OPPOSE	OPPOSE	7%
3.13	Discharge Yair Tal	FOR	FOR	100%
4.	Elections to the board of directors	-	-	-
4.1	Re-elect Mr. Patrick Schildknecht	FOR	FOR	100%
4.2	Re-elect Mr. Thomas Rühle	FOR	FOR	100%
4.3	Re-elect Mr. Antoine Hubert	FOR	FOR	99%
5.	Election of the chairman of the board	FOR	FOR	100%
6.	Elections to the remuneration committee	-	-	-
6.1	Elect Mr. Thomas Rühle to the Remuneration Committee	FOR	FOR	100%

6.2	Elect Mr. Antoine Hubert to the Remuneration Committee	FOR	FOR	99%	
7.1	Articles of association: Article 1	FOR	FOR	75%	
7.2	Create a pool of conditional capital for the employees	FOR	FOR	64%	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	97%	The global amount of remuneration is significantly higher than that of the peer group.
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	91%	
9.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	91%	
10.	Election of the independent proxy	FOR	FOR	96%	
11.	Election of the auditors	FOR	OPPOSE	86%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	90%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	100%	
4	Approve allocation of income and dividend	-	-	-	
4.1	Approve allocation of income	FOR	FOR	100%	
4.2	Approve dividend from capital contributions reserves	FOR	FOR	NA	
5	Reduction of share capital and participation capital	FOR	FOR	99%	
6	Elections to the board of directors	-	-	-	
6.1	Re-elect Mr. Ernst Tanner (CEO) as board chairman	FOR	OPPOSE	86%	He chairs the board permanently and the general meeting cannot vote separately on the election of the chairman of the board.
6.2	Re-elect Mr. Antonio Bulgheroni	FOR	FOR	87%	
6.3	Re-elect Dr. oec. Rudolf K. Sprüngli	FOR	FOR	87%	
6.4	Re-elect Dr. iur. Franz Peter Oesch	FOR	OPPOSE	83%	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.
6.5	Re-elect Ms. Elisabeth Gürtler	FOR	FOR	98%	

6.6	Re-elect Ms. Petra Schadeberg-Herrmann	FOR	FOR	90%	
7	Elections to the remuneration committee	-		-	
7.1	Re-elect Dr. oec. Rudolf K. Sprüngli to the remuneration committee	FOR	FOR	87%	
7.2	Re-elect Mr. Antonio Bulgheroni to the remuneration committee	FOR	FOR	85%	
7.3	Re-elect Ms. Elisabeth Gürtler to the remuneration committee	FOR	FOR	90%	
8	Election of the independent proxy	FOR	FOR	100%	
9	Election of the auditors	FOR	FOR	99%	
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	96%	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
11	Adjustment of the conditional capital	FOR	OPPOSE	95%	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	99%
2.	Advisory vote on the remuneration report	FOR	FOR	97%
3.	Discharge board members and executive management	FOR	FOR	98%
4.	Approve allocation of income and dividend	FOR	FOR	99%
5.1	Elections to the board of directors	-		-
5.1.1	Re-elect Prof. Dr. med. Patrick Aebischer	FOR	FOR	99%
5.1.2	Re-elect Prof. Dr. Ing. Werner J. Bauer	FOR	FOR	98%
5.1.3	Re-elect Mr. Thomas Ebeling	FOR	FOR	97%
5.1.4	Re-elect Mr. Jean-Daniel Gerber	FOR	FOR	97%
5.1.5	Re-elect Ms. Barbara Richmond	FOR	FOR	99%
5.1.6	Re-elect Ms. Margot Scheltema	FOR	FOR	98%
5.1.7	Re-elect Dr. phil. Rolf Soiron	FOR	FOR	98%
5.1.8	Re-elect Mr. Juergen B. Steinemann	FOR	FOR	99%
5.1.9	Re-elect Dr. chem. Antonio Trius	FOR	FOR	99%
5.2	Election of the chairman of the board	FOR	FOR	96%
5.3	Elections to the nomination and remuneration committee	-		-
5.3.1	Elect Mr. Thomas Ebeling to the nomination and remuneration committee	FOR	FOR	97%
5.3.2	Elect Mr. Jean-Daniel Gerber to the nomination and remuneration committee	FOR	FOR	99%

5.3.3	Elect Mr. Juergen B. Steinemann to the nomination and remuneration committee	FOR	FOR	99%	
6.	Election of the auditors	FOR	FOR	96%	
7.	Election of the independent proxy	FOR	FOR	99%	
8.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
9.	Remuneration of the executive management	-		-	
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	97%	
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	97%	
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	91%	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.
10.	Approve renewal of authorised capital	FOR	FOR	97%	

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%
1.2	Advisory vote on the remuneration report	FOR	FOR	99%
2.1	Approve allocation of income	FOR	FOR	100%
2.2	Approve dividend out of capital contributions reserves	FOR	FOR	99%
3.	Discharge board members and executive management	FOR	FOR	98%
4.	Elections to the board of directors	-		-
4.1.1	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	98%
4.1.2	Re-elect Mr. Rudolf Hadorn	FOR	FOR	100%
4.1.3	Re-elect Mr. Thomas Lozser	FOR	FOR	100%
4.1.4	Re-elect Dr. iur. Christian C. Wenger	FOR	FOR	100%
4.1.5	Re-elect Mr. Paul Zumbühl	FOR	FOR	100%
4.2	Elect Ms. Marcella Looser-Paardekooper	FOR	FOR	99%
4.3	Election of the chairman of the board	FOR	FOR	100%
4.4	Elections to the remuneration committee	-		-
4.4.1	Elect Mr. Paul Zumbühl to the remuneration committee	FOR	FOR	100%
4.4.2	Elect Mr. Thomas Lozser to the remuneration committee	FOR	FOR	100%
4.5	Election of the independent proxy	FOR	FOR	98%
4.6	Election of the auditors	FOR	FOR	98%
5.1	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	95%

6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA
2.	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	NA
3.1	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	NA
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA
4.	Discharge board members and executive management	FOR	FOR	NA
5.	Approve allocation of income and dividend	FOR	FOR	NA
6.	Elections to the board of directors	-		-
6.1	Re-elect Mr. Mark Bachmann as chairman and member of the board	FOR	FOR	NA
6.2.1	Re-elect Mr. Josef Felder	FOR	FOR	NA
6.2.2	Re-elect Mr. Adrian Gut	FOR	FOR	NA
6.2.3	Re-elect Prof. Dr. Christoph Lengwiler	FOR	FOR	NA
6.2.4	Re-elect Mr. Max Pfister	FOR	FOR	NA
6.2.5	Re-elect Ms. Doris Russi Schurter	FOR	FOR	NA
6.2.6	Re-elect Dr. Martha Scheiber	FOR	FOR	NA
6.3	Elect Prof. Dr. Andreas Dietrich	FOR	FOR	NA
6.4	Elections to the remuneration committee	-		-
6.4.1	Elect Mr. Josef Felder to the remuneration committee	FOR	FOR	NA

6.4.2	Elect Mr. Max Pfister to the remuneration committee	FOR	FOR	NA
6.4.3	Elect Mr. Mark Bachmann to the remuneration committee	FOR	FOR	NA
7.	Election of the auditors	FOR	FOR	NA
8.	Election of the independent proxy	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Approve allocation of income and dividend	FOR	FOR	NA	
3.	Discharge board members and executive management	FOR	FOR	NA	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. Ulrich Vischer	FOR	OPPOSE	NA	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.
4.1.2	Re-elect Mr. Rolando Benedick	FOR	FOR	NA	
4.1.3	Re-elect Mr. René C. Jäggi	FOR	FOR	NA	
4.1.4	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR	NA	
4.1.5	Re-elect Mr. Martin Vollenwyder	FOR	FOR	NA	
4.2	Election of the chairman of the board	FOR	OPPOSE	NA	Ethos cannot support the election of to the board of directors.
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Dr. Ulrich Vischer to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Dr. iur. Vischer to the board of directors.
4.3.2	Elect Mr. Rolando Benedick to the remuneration committee	FOR	FOR	NA	
4.3.3	Elect Mr. Ernst Stocker to the remuneration committee	FOR	FOR	NA	
4.3.4	Elect Mr. Thomas Weber to the remuneration committee	FOR	FOR	NA	

4.4	Election of the auditors	FOR	OPPOSE	NA	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
4.5	Election of the independent proxy	FOR	FOR	NA	
5.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
6.	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
7.	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	NA	The structure and conditions of the plans do not respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	99%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Heinz M. Buhofer	FOR	FOR	100%	
4.1.2	Re-elect Ms. Marga Gyger	FOR	FOR	100%	
4.1.3	Re-elect Dr. sc. techn. Peter Terwiesch	FOR	FOR	100%	
4.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR	100%	
4.1.4.1	Elect Mr. Martin Wipfli as representative of registered shares B	FOR	FOR	100%	
4.2.1	Election of the chairman of the board	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Mr. Heinz M. Buhofer to the Remuneration Committee	FOR	FOR	100%	
4.3.2	Elect Dr. sc. techn. Peter Terwiesch to the Remuneration Committee	FOR	FOR	100%	
4.4.1	Election of the independent proxy	FOR	FOR	100%	
4.5.1	Election of the auditors	FOR	FOR	100%	

5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	99%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p>
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	99%	<p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p>
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	64%	The structure of the remuneration is not in line with Ethos' guidelines.
					The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of balance sheet result	FOR	FOR	99%	
3	Discharge board members and executive management	FOR	FOR	95%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Peter M. Wagner as board chairman	FOR	FOR	81%	
4.1.2	Re-elect Dr. iur. Alexander Vogel	FOR	FOR	81%	
4.1.3	Re-elect Mr. Heinz Roth	FOR	FOR	96%	
4.1.4	Re-elect Mr. Peter Pauli	FOR	FOR	97%	
4.1.5	Re-elect Prof. Dr. Konrad Wegener	FOR	FOR	97%	
4.1.6	Elect Ms. Wanda Eriksen-Grundbacher	FOR	FOR	97%	
4.1.7	Elect Mr. Franz Richter	FOR	FOR	97%	
4.2	Elections to the nomination and remuneration committee	-		-	
4.2.1	Re-elect Dr. iur. Alexander Vogel to the nomination and remuneration committee	FOR	FOR	77%	
4.2.2	Re-elect Mr. Peter M. Wagner to the nomination and remuneration committee	FOR	FOR	76%	

4.2.3	Elect Ms. Wanda Eriksen-Grundbacher to the nomination and remuneration committee	FOR	FOR	98%
5	Election of the auditors	FOR	FOR	96%
6	Election of the independent proxy	FOR	FOR	99%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	91%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	92%
8.1	Increase conditional capital (employee participation)	FOR	FOR	72%
8.2	Increase conditional capital (convertible bonds)	FOR	FOR	95%
8.3	Implementation of the Minder ordinance: Maximum duration of non-compete clauses	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	NA
1.2	Advisory vote on the remuneration report	FOR	FOR	NA
2	Discharge board members and executive management	FOR	FOR	NA
3.1	Approve allocation of income	FOR	FOR	NA
3.2	Distribution of Dividend from reserves from capital contributions	FOR	FOR	NA
4.1	Elections to the board of directors	-		-
4.1.1	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR	NA
4.1.2	Re-elect Dr. sc. tech. Eduard Rikli	FOR	FOR	NA
4.1.3	Re-elect Mr. Patrick Kilchmann	FOR	FOR	NA
4.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	NA
4.2	Re-elect Mr. Heinrich C. Spoerry as chairman of the board	FOR	FOR	NA
4.3	Elections to the remuneration committee	-		-
4.3.1	Elect Mr. Patrick Kilchmann to the remuneration committee	FOR	FOR	NA
4.3.2	Elect Dr. sc. tech. Eduard Rikli to the remuneration committee	FOR	FOR	NA
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA
6	Election of the independent proxy	FOR	FOR	NA

7	Election of the auditors	FOR	FOR	NA
---	--------------------------	-----	-----	----

Item	Item title	Board position	Ethos position	Voting results	
1.2	Approve annual report, consolidated financial statements and accounts	FOR	FOR	100%	
1.3	Approve financial statements and accounts of Mobilezone AG	FOR	FOR	100%	
1.4	Approve allocation of income and dividend	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	OPPOSE	99%	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
3.	Amend articles of association: conversion of bearer shares into registered shares	FOR	FOR	100%	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	98%	
5.	Reduce share capital via cancellation of shares	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	100%	
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	96%	
7.1	Elections to the board of directors	-		-	
7.1.a	Re-elect Mr. Urs Theo Fischer	FOR	FOR	100%	
7.1.b	Re-elect Mr. Cyrill Schneuwly	FOR	FOR	100%	

7.1.c	Re-elect Dr. phys. Andreas M. Schönenberger	FOR	FOR	100%
7.2	Re-election of the chairman of the board	FOR	FOR	100%
7.3	Elections to the remuneration committee	-		-
7.3.a	Re-elect Mr. Urs Theo Fischer to the remuneration committee	FOR	FOR	100%
7.3.b	Re-elect Mr. Cyrill Schneuwly to the remuneration committee	FOR	FOR	100%
7.3.c	Re-elect Dr. phys. Andreas M. Schönenberger to the remuneration committee	FOR	FOR	100%
7.4	Re-election of the independent proxy	FOR	FOR	100%
7.5	Re-election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Approve allocation of income	FOR	FOR	NA	
3.	Discharge board members and executive management	FOR	FOR	NA	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Jörn Aldag as chairman	FOR	FOR	NA	
4.1.2	Re-elect Dr. med. Göran A. Ando	FOR	OPPOSE	NA	<p>He is not independent (representative of an important shareholder, various reasons) 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>
4.1.3	Re-elect Dr. rer.nat. Francesco de Rubertis	FOR	FOR	NA	
4.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR	NA	
4.1.5	Re-elect Dr. William A. Lee	FOR	FOR	NA	
4.1.6	Re-elect Prof. Dr. Andreas Plückthun	FOR	FOR	NA	
4.1.7	Re-elect Dr. med. Petri Vainio	FOR	FOR	NA	
4.1.8	Re-elect Dr. Christian Zahnd (CEO)	FOR	FOR	NA	
4.2	Elections to the remuneration committee	-		-	

4.2.1	Elect Mr. Jörn Aldag to the Remuneration Committee	FOR	OPPOSE	NA	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.
4.2.2	Elect Dr. William A. Lee to the Remuneration Committee	FOR	OPPOSE	NA	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.
4.2.3	Elect Dr. med. Petri Vainio to the Remuneration Committee	FOR	FOR	NA	
5.	Election of the auditors	FOR	FOR	NA	
6.	Election of the independent proxy	FOR	FOR	NA	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
7.3	Binding prospective vote on the variable remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient.

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Advisory vote on the remuneration report	FOR	OPPOSE	92%	The structure of the remuneration is not in line with Ethos' guidelines.
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.	Discharge board members and executive management	FOR	OPPOSE	97%	The size of the board of directors has persistently remained below 4 members.
5.	Create a pool of conditional capital for the employees	FOR	OPPOSE	92%	The potential dilution is excessive.
6.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	93%	In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting. The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. The amount available for new members of the executive management is excessive.
7.1	Elections to the board of directors	-		-	
7.1.a	Re-elect Mr. Erik Hansen as board member and chairman	FOR	FOR	100%	
7.1.b	Re-elect Mr. Mauro Saladini	FOR	FOR	100%	
7.1.c	Re-elect Mr. David Nuescheler	FOR	FOR	100%	
7.2	Elections to the remuneration committee	-		-	

7.2.a	Elect Mr. Erik Hansen to the Remuneration Committee	FOR	FOR	100%	
7.2.b	Elect Mr. Mauro Saladini to the Remuneration Committee	FOR	FOR	100%	
7.3	Elections to the board of directors of new board members	WITHDRAWN	OPPOSE	-	Insufficient information is provided concerning the nominee.
7.4	Election of the auditors	FOR	FOR	100%	
7.5	Election of the independent proxy	FOR	FOR	100%	
8.	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	96%	<p>The proposed increase relative to the previous year is excessive or not justified.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p>
9.	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	96%	The remuneration structure is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	86%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	99%	
3	Approve allocation of income and dividend	FOR	FOR	99%	
4	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Peter Brabeck-Letmathe	FOR	FOR	95%	
4.1.2	Re-elect Mr. Paul Bulcke	FOR	FOR	97%	
4.1.3	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	97%	
4.1.4	Re-elect Dr. iur. Beat W. Hess	FOR	FOR	99%	
4.1.5	Re-elect Dr. h.c. Daniel Borel	FOR	FOR	99%	
4.1.6	Re-elect Mr. Steven George Hoch	FOR	FOR	99%	
4.1.7	Re-elect Ms. Naina Lal Kidwai	FOR	FOR	99%	
4.1.8	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR	99%	
4.1.9	Re-elect Ms. Ann Veneman	FOR	FOR	98%	
4.1.10	Re-elect Mr. Henri de La Croix de Castries	FOR	FOR	99%	
4.1.11	Re-elect Ms. Eva Cheng	FOR	FOR	99%	
4.2.1	Elect Dr. Ruth K. Oniang'o	FOR	FOR	99%	
4.2.2	Elect Prof. Dr. med. Patrick Aebischer	FOR	FOR	99%	

4.2.3	Elect Dr. oec. Renato Fassbind	FOR	FOR	99%	
4.3	Election of the chairman of the board	FOR	FOR	96%	
4.4	Elections to the remuneration committee	-		-	
4.4.1	Re-elect Dr. iur. Beat W. Hess to the remuneration committee	FOR	FOR	99%	
4.4.2	Re-elect Dr. h.c. Daniel Borel to the remuneration committee	FOR	FOR	98%	
4.4.3	Re-elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR	97%	
4.4.4	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR	99%	
4.5	Election of the auditors	FOR	FOR	98%	
4.6	Election of the independent proxy	FOR	FOR	100%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	93%	The global amount of remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	91%	The remuneration structure is not in line with Ethos' guidelines.
6	Reduce share capital via cancellation of shares	FOR	FOR	99%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	-	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	-	The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of income	FOR	FOR	-	
3	Discharge board members and executive management	FOR	FOR	-	
4	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	-	The global amount of remuneration is significantly higher than that of the peer group.
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Massimo Esposito	FOR	FOR	-	
5.1.2	Re-elect Mr. Christian Mossaz	FOR	FOR	-	
5.1.3	Re-elect Dr. lic. iur. Allan J. Myers	FOR	FOR	-	
5.1.4	Re-elect Mr. Marco J. Netzer	FOR	OPPOSE	-	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
5.1.5	Re-elect Mr. Giovanni M. Rossi	FOR	OPPOSE	-	He is not independent (business connections) and the board independence is insufficient (28.6 %).
5.1.6	Re-elect Mr. Gilbert Smadja	FOR	FOR	-	

5.1.7	Re-elect Mr. Gustav Stenbolt	FOR	FOR	-	
5.2	Re-elect Mr. Massimo Esposito as chairman of the board	FOR	FOR	-	
5.3	Elections to the nomination and remuneration committee	-		-	
5.3.1	Elect Mr. Christian Mossaz to the nomination and remuneration committee	FOR	FOR	-	
5.3.2	Elect Mr. Marco J. Netzer to the nomination and remuneration committee	FOR	OPPOSE	-	<p>Ethos did not support the election of Mr. Netzer to the board of directors.</p> <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p>
5.3.3	Elect Mr. Gustav Stenbolt to the nomination and remuneration committee	FOR	FOR	-	
5.4	Election of the auditors	FOR	FOR	-	
5.5	Election of the independent proxy	FOR	FOR	-	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2.1	Approve Allocation of the 2014 earnings	FOR	FOR	99%	
2.2	Distribution of Dividend from reserves from capital contributions	FOR	FOR	99%	
3	Discharge board members and executive management	FOR	FOR	97%	
4	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Hans Ziegler	FOR	FOR	88%	
4.1.2	Re-elect Mr. Gerhard Pegam	FOR	FOR	99%	
4.1.3	Re-elect Mr. Mikhail Lifshitz	FOR	FOR	87%	
4.2.1	Elect Dr. Michael Süss as chairman of the board	FOR	FOR	85%	
4.2.2	Elect Dr. Mary Gresens	FOR	FOR	99%	
4.2.3	Elect Dr. Johan Van de Steen	FOR	OPPOSE	76%	He is a representative of a significant shareholder who is sufficiently represented on the board.
5	Elections to the nomination and remuneration committee	-		-	
5.1	Re-elect Mr. Hans Ziegler to the nomination and remuneration committee	FOR	FOR	87%	
5.2.1	Elect Dr. Michael Süss to the nomination and remuneration committee	FOR	FOR	82%	
5.2.2	Elect Dr. Mary Gresens to the nomination and remuneration committee	FOR	FOR	98%	
6	Election of the auditors	FOR	FOR	98%	
7	Election of the independent proxy	FOR	FOR	99%	

8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	87%	The information provided is insufficient.
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	78%	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards and the amounts released after the performance/blocking period do not confirm the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	-	
2.	Approve allocation of results	FOR	FOR	-	
3.	Advisory vote on the remuneration report	FOR	OPPOSE	-	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
4.	Approve renewal of authorised capital	FOR	FOR	-	
5.	Authorize the board to take decisions regarding listing / delisting outside Switzerland	FOR	FOR	-	
6.	Discharge board members and executive management	FOR	FOR	-	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	-	The information provided is insufficient.
8.1	Elections to the board of directors	-		-	
8.1.1	Re-elect Mr. Samih Sawiris	FOR	FOR	-	
8.1.2	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR	-	
8.1.3	Re-elect Mr. Adil Douiri	FOR	FOR	-	
8.1.4	Re-elect Dr. Franz Egle	FOR	FOR	-	
8.1.5	Re-elect Mr. Marco Sieber	FOR	FOR	-	
8.1.6	Re-elect Dr. Tooma Eskandar	FOR	FOR	-	
8.1.7	Re-elect Mr. Jürgen Fischer	FOR	FOR	-	
8.1.8	Re-elect Mr. Jürg Weber	FOR	FOR	-	

8.2	Election of the chairman of the board	FOR	FOR	-
8.3	Elections to the remuneration committee	-		-
8.3.1	Elect Mr. Marco Sieber to the Remuneration Committee	FOR	FOR	-
8.3.2	Elect Dr. Franz Egle to the Remuneration Committee	FOR	FOR	-
8.4	Election of the independent proxy	FOR	FOR	-
8.5	Election of the auditors	FOR	FOR	-

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	98%
2.	Approve allocation of income and dividend	FOR	FOR	98%
3.	Discharge board members	FOR	FOR	98%
4.1	Elections to the board of directors	-		-
4.1.a	Re-elect Mr. Heinrich Fischer	FOR	FOR	98%
4.1.b	Re-elect Mr. Gonpo Tsering	FOR	FOR	98%
4.1.c	Re-elect Mr. Dieter Widmer	FOR	FOR	98%
4.1.d	Re-elect Dr. Anton Bleikolm	FOR	FOR	98%
4.1.e	Re-elect Dr. Thomas Moser	FOR	FOR	98%
4.1.f	Re-elect Mr. Peter Stiefenhofer	FOR	FOR	98%
4.2	Re-election of the chairman of the board	FOR	FOR	98%
4.3	Elections to the remuneration committee	-		-
4.3.a	Re-elect Mr. Gonpo Tsering to the remuneration committee	FOR	FOR	98%
4.3.b	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	98%
4.4	Election of the independent proxy	FOR	FOR	98%
4.5	Election of the auditors	FOR	FOR	98%
5.1	Advisory vote on the remuneration report	FOR	FOR	97%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%
5.3.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	97%

5.3.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%
-------	--	-----	-----	-----

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	-	
2	Discharge board members and executive management	FOR	FOR	-	
3	Approve allocation of income and dividend	FOR	FOR	-	
4	Approve renewal of authorised capital	FOR	FOR	-	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	-	The information provided is insufficient.
5.3	Advisory vote on the remuneration report	FOR	OPPOSE	-	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
6	Elections to the board of directors	-		-	
6.1	Re-elect Dr. iur. Rudolf W. Hug as board chairman	FOR	FOR	-	
6.2	Re-elect Dr. iur. Beat Walti	FOR	FOR	-	
6.3	Re-elect Dr. oec. Ilias Läber	FOR	FOR	-	
6.4	Re-elect Mr. Chris Muntwyler	FOR	FOR	-	
6.5	Re-elect Dr. iur. Roger Schmid	FOR	FOR	-	
6.6	Re-elect Mr. Knud Elmholt Stubkjaer	FOR	FOR	-	
6.7	Elect Mr. Thomas E. Kern	FOR	FOR	-	
6.8	Elect Ms. Pamela Knapp	FOR	FOR	-	

7	Elections to the remuneration committee	-	-	-
7.1	Re-elect Dr. iur. Rudolf W. Hug to the remuneration committee	FOR	FOR	-
7.2	Re-elect Mr. Chris Muntwyler to the remuneration committee	FOR	FOR	-
7.3	Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee	FOR	FOR	-
7.4	Elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR	-
8	Election of the independent proxy	FOR	FOR	-
9	Election of the auditors	FOR	FOR	-

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. iur. Marc-Henri Chaudet	FOR	OPPOSE	97%	<p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 19 years) and the board independence is insufficient (13.3 %).</p>
4.1.2	Re-elect Mr. Bernard Daniel	FOR	FOR	100%	
4.1.3	Re-elect Mr. Amaury-Daniel de Sèze	FOR	OPPOSE	97%	<p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.4	Re-elect Mr. Victor Delloye	FOR	OPPOSE	97%	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.5	Re-elect Mr. André Desmarais	FOR	FOR	97%	

4.1.6	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	97%	
4.1.7	Re-elect Mr. Paul Desmarais III	FOR	FOR	97%	
4.1.8	Re-elect Mr. Cedric Frère	FOR	FOR	97%	
4.1.9	Re-elect Mr. Gérald A. Frère	FOR	FOR	97%	
4.1.10	Re-elect Ms. Ségolène Gallienne	FOR	FOR	97%	
4.1.11	Re-elect Ms. Barbara Kux	FOR	FOR	100%	
4.1.12	Re-elect Mr. Michel Pébereau	FOR	FOR	100%	
4.1.13	Re-elect Mr. Michel Plessis-Bélair	FOR	OPPOSE	97%	<p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.14	Re-elect Mr. Gilles Samyn	FOR	OPPOSE	97%	<p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.15	Re-elect Mr. Arnaud Vial	FOR	OPPOSE	100%	<p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>

4.2	Election of the chairman of the board	FOR	FOR	97%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Mr. Bernard Daniel to the Remuneration Committee	FOR	FOR	100%	
4.3.2	Elect Ms. Barbara Kux to the Remuneration Committee	FOR	FOR	100%	
4.3.3	Elect Mr. Amaury-Daniel de Sèze to the Remuneration Committee	FOR	OPPOSE	97%	<p>Ethos did not support the election of Mr. de Sèze to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the majority of the committee members are not independent.</p>
4.3.4	Elect Mr. Michel Plessis-Bélair to the Remuneration Committee	FOR	OPPOSE	97%	<p>Ethos did not support the election of Mr. Plessis-Bélair to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the majority of the committee members are not independent.</p>
4.3.5	Elect Mr. Gilles Samyn to the Remuneration Committee	FOR	OPPOSE	97%	<p>Ethos did not support the election of Mr. Samyn to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the majority of the committee members are not independent.</p>
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	FOR	100%	

5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	92%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p>
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	
6.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	92%	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p>

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2	Approve allocation of income and dividend	FOR	FOR	98%	
3	Advisory vote on the remuneration report	FOR	OPPOSE	67%	The structure of the remuneration is not in line with Ethos' guidelines.
4	Discharge board members and executive management	FOR	FOR	96%	
5	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	93%	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p>
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	73%	<p>The proposed increase relative to the previous year is excessive or not justified.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> <p>The remuneration of the executive members of the board is not in line with Ethos' guidelines.</p>

6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	72%	The remuneration structure is not in line with Ethos' guidelines.
7.1	Elections to the board of directors	-		-	
7.1.1	Re-elect Dr. Peter A. Wuffli as board chairman	FOR	FOR	90%	
7.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR	84%	
7.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR	82%	
7.1.4	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR	84%	
7.1.5	Elect Ms. Grace del Rosario-Castaño	FOR	FOR	100%	
7.1.6	Re-elect Dr. Charles Dallara (executive)	FOR	OPPOSE	79%	The board includes too many executive directors (5) compared to market practice in Switzerland. The board independence is not sufficient (22.2%).
7.1.7	Re-elect Mr. Steffen Meister (executive)	FOR	FOR	80%	
7.1.8	Re-elect Dr. Eric Strutz	FOR	FOR	100%	
7.1.9	Re-elect Mr. Patrick Ward	FOR	FOR	100%	
7.2	Elections to the nomination and remuneration committee	-		-	
7.2.1	Elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR	93%	
7.2.2	Re-elect Mr. Steffen Meister to the nomination and remuneration committee	FOR	OPPOSE	66%	He holds an executive function in company.

7.2.3	Re-elect Dr. Peter A. Wuffli to the nomination and remuneration committee	FOR	OPPOSE	88%	He is not independent (various reasons) and the majority of the committee members are not independent.
7.3	Election of the independent proxy	FOR	FOR	100%	
7.4	Election of the auditors	FOR	FOR	99%	

Item	Item title	Board position	Ethos position	Voting results
1	Approve minutes of the annual general meeting of 23 April 2014	FOR	OPPOSE	- The minutes are not publicly available.
2	Report on 55th financial year	NON-VOTING	NON-VOTING	-
3	Approve annual report and consolidated financial statements	FOR	FOR	-
4	Approve statutory financial statements	FOR	FOR	-
5	Discharge board members	FOR	FOR	-
6	Approve allocation of income and dividend	FOR	FOR	-
7.1	Elections to the board of directors	-		-
7.1.1	Elect Dr. oec. Martha Scheiber as board chairwoman	FOR	FOR	-
7.1.2	Elect Mr. Peter Kappeler	FOR	FOR	-
7.1.3	Elect Mr. Michael Jorda	FOR	FOR	-
7.2	Elections to the remuneration committee	-		-
7.2.1	Elect Mr. Michael Jorda to the remuneration committee	FOR	FOR	-
7.2.2	Elect Mr. Peter Kappeler to the remuneration committee	FOR	FOR	-
7.3	Election of the independent proxy	FOR	FOR	-
7.4	Election of the auditors	FOR	FOR	-
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-

8.2	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 remunerations than those of a peer group.

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Advisory vote on the remuneration report	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Discharge board members and executive management	FOR	OPPOSE	NA	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
5.1	Amend articles of association: Implementation of the Minder ordinance	-		-	
5.1.1	Articles 26 to 35 regarding the remuneration system	FOR	FOR	NA	
5.1.2	Articles 20 and 24 regarding the external mandates	FOR	FOR	NA	
5.1.3	Other amendments	FOR	FOR	NA	
5.2	Amend articles of association: conditional and authorised capital	-		-	
5.2.1	Increase of conditional capital	FOR	FOR	NA	
5.2.2	Creation of authorised capital	FOR	OPPOSE	NA	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.
6.	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Peter Bodmer	FOR	FOR	NA	
6.2	Re-elect Dr. Christian De Prati	FOR	FOR	NA	
6.3	Elect Mr. Reto A. Garzetti	FOR	FOR	NA	

6.4	Election of the chairman of the board	FOR	FOR	NA
7.	Elections to the remuneration committee	-		-
7.1	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	FOR	NA
7.2	Elect Mr. Peter Bodmer to the remuneration committee	FOR	FOR	NA
8.	Re-election of the auditors	FOR	FOR	NA
9.	Re-election of the independent proxy	FOR	FOR	NA
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA
10.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	NA
11.	Departure of Dr. Billeter-Wohlfart, Dr. Wenger, Dr. Wolfensberger and Mr. Eberhard out of the board	NON-VOTING	NON-VOTING	-

Item	Item title	Board position	Ethos position	Voting results	
1	Welcome speech	NON-VOTING	NON-VOTING	-	
2	Present annual report	NON-VOTING	NON-VOTING	-	
3	Auditors' reports	NON-VOTING	NON-VOTING	-	
4.1	Approve annual report	FOR	FOR	100%	
4.2	Approve financial statements and accounts	FOR	FOR	99%	
4.3	Approve allocation of balance sheet result	FOR	FOR	99%	
4.4	Discharge board members	FOR	OPPOSE	99%	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Jean-Claude Roch	FOR	FOR	98%	
5.1.2	Re-elect Mr. Stephen Grey	FOR	FOR	98%	
5.1.3	Re-elect Ms. Anouck Ansermoz	FOR	FOR	98%	
5.2	Re-elect Mr. Jean-Claude Roch as board chairman	FOR	FOR	98%	
5.3	Elections to the remuneration committee	-		-	
5.3.1	Re-elect Mr. Jean-Claude Roch to the remuneration committee	FOR	FOR	99%	
5.3.2	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR	99%	
5.4	Election of the independent proxy	FOR	FOR	100%	

5.5	Election of the auditors	FOR	FOR	100%
6	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	99%
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	98%
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR	99%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%
7.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Discharge board members and executive management	FOR	FOR	NA	
3	Approve allocation of income and dividend	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Ulrich Hocker as chairman of the board	FOR	OPPOSE	99%	He has been a member of the board for 27 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 27 years) and the board independence is insufficient (0.0 %).
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	FOR	100%	
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	FOR	100%	
4.1.4	Re-elect Mr. Benedikt A. Goldkamp	FOR	FOR	100%	
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	FOR	100%	
4.2	Elections to the remuneration committee	-		-	
4.2.1	Elect Dr. iur. Martin Furrer to the Remuneration Committee	FOR	FOR	100%	
4.2.2	Elect Mr. Ulrich Hocker to the Remuneration Committee	FOR	OPPOSE	97%	Ethos did not support the election of Mr. Hocker to the board of directors.
4.2.3	Elect Mr. Beat M. Siegrist to the Remuneration Committee	FOR	FOR	100%	
4.3	Election of the independent proxy	FOR	FOR	100%	

4.4	Election of the auditors	FOR	OPPOSE	95%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
5.1	Advisory vote on the remuneration report	FOR	OPPOSE	93%	The information provided to the shareholders is insufficient.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	99%	The proposed increase relative to the previous year is excessive or not justified.
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	96%	The information provided is insufficient.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	53%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
3	Approve appropriation of retained earnings	FOR	FOR	100%	
4	Approve distribution from capital contribution reserves	FOR	FOR	100%	
5	Discharge board members and executive management	FOR	FOR	100%	
6	Elections to the board of directors	-		-	
6.1	Re-elect Dr. rer. nat. Günther Gose	FOR	FOR	74%	
6.2	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	OPPOSE	84%	The board independence is not sufficient (37.5 %).
6.3	Re-elect Mr. Adrian Dudle	FOR	FOR	100%	
6.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	FOR	69%	
6.5	Re-elect Mr. Nathan Hetz	FOR	FOR	71%	
6.6	Re-elect Mr. Gino Pfister	FOR	FOR	70%	
6.7	Re-elect Mr. Josef Stadler	FOR	FOR	100%	

6.8	Re-elect Mr. Aviram Wertheim	FOR	OPPOSE	54%	He is not independent (representative of an important shareholder) and the board independence is insufficient (37.5 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
7	Election of the chairman of the board	FOR	FOR	76%	
8	Elections to the remuneration committee	-		-	
8.1	Elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	FOR	FOR	66%	
8.2	Elect Mr. Nathan Hetz to the remuneration committee	FOR	FOR	63%	
8.3	Elect Mr. Gino Pfister to the remuneration committee	FOR	FOR	70%	
8.4	Elect Mr. Josef Stadler to the remuneration committee	FOR	FOR	96%	
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
10	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	84%	The information provided is insufficient. The total amount allows for the payment of significantly higher remunerations than those of a peer group. The remuneration structure is not in line with Ethos' guidelines.
11	Election of the auditors	FOR	FOR	100%	
12	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	100%
2.	Approve annual report, financial statements and accounts	FOR	FOR	100%
3.	Approve allocation of income and dividend	FOR	FOR	100%
4.	Discharge board members	FOR	FOR	100%
5.1	Elections to the board of directors	-		-
5.1.a	Re-elect Dr. Eduard Rikli	FOR	FOR	100%
5.1.b	Re-elect Dr. Manfred Thumann	FOR	FOR	100%
5.1.c	Re-elect Dr. Martin Schmid	FOR	FOR	100%
5.1.d	Re-elect Dr. Rudolf Huber	FOR	FOR	100%
5.1.e	Re-elect Mr. Placi Berther	FOR	FOR	100%
5.1.f	Re-elect Mr. Claudio Lardi	FOR	FOR	100%
5.1.g	Re-elect Mr. Rolf W. Mathis	FOR	FOR	100%
5.1.h	Re-elect Mr. Roger Vetsch	FOR	FOR	100%
5.1.i	Re-elect Dr. Myriam Meyer Stutz	FOR	FOR	100%
5.1.j	Re-elect Mr. Gerhard Jochum	FOR	FOR	100%
5.1.k	Re-elect Mr. Domenico De Luca	FOR	FOR	100%
5.1.l	Re-elect Mr. Peter Molinari	FOR	FOR	100%
5.2	Election of the chairman of the board	FOR	FOR	100%
5.3	Elections to the remuneration committee	-		-
5.3.a	Elect Dr. Eduard Rikli to the remuneration committee	FOR	FOR	100%
5.3.b	Elect Dr. Manfred Thumann to the remuneration committee	FOR	FOR	100%

5.3.c	Elect Dr. Martin Schmid to the remuneration committee	FOR	FOR	100%
5.3.d	Elect Dr. Rudolf Huber to the remuneration committee	FOR	FOR	100%
5.4	Election of the independent proxy	FOR	FOR	100%
5.5	Election of the auditors	FOR	FOR	100%
6.1	Advisory vote on the remuneration report	FOR	FOR	100%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results
III	Specific instructions	-		-
1	Approve annual report, financial statements and accounts	FOR	FOR	99%
2	Discharge board members and executive management	FOR	FOR	98%
3	Approve allocation of income and dividend	FOR	FOR	100%
4	Remuneration	-		-
4.1	Advisory vote on the remuneration report	FOR	FOR	98%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%
5	Elections to the board of directors	-		-
5.1	Re-elect Mr. Erwin Stoller	FOR	FOR	83%
5.2	Re-elect Mr. This E. Schneider	FOR	FOR	87%
5.3	Re-elect Dr. iur. Dieter Spälti	FOR	FOR	87%
5.4	Re-elect Dr. iur. Jakob Baer	FOR	FOR	99%
5.5	Re-elect Mr. Michael Pieper	FOR	FOR	86%
5.6	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	99%
5.7	Re-elect Mr. Peter Spuhler	FOR	FOR	86%
6	Re-elect Mr. Erwin Stoller as board chairman	FOR	FOR	83%
7	Elections to the remuneration committee	-		-
7.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	87%

7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	99%
7.3	Re-elect Mr. Erwin Stoller to the remuneration committee	FOR	FOR	84%
8	Election of the independent proxy	FOR	FOR	100%
9	Election of the auditors	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	98%	The structure of the remuneration is not in line with Ethos' guidelines.
2.	Discharge board members and executive management	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Wolfgang Martz	FOR	FOR	100%	
4.1.2	Re-elect Mr. Christian Budry	FOR	FOR	100%	
4.1.3	Re-elect Mr. Bernard Grobéty	FOR	FOR	100%	
4.1.4	Re-elect Mr. Jean-Jacques Miauton	FOR	OPPOSE	98%	He is not independent (board tenure of 18 years) and the board independence is insufficient (9.1 %).
4.1.5	Re-elect Mr. Michael Wider	FOR	FOR	100%	
4.2	Re-appointment by the Canton of Vaud: Ms. Paola Ghillani	NON-VOTING	NON-VOTING	-	
4.3	Election of the chairman of the board	FOR	FOR	100%	
4.4	Elections to the remuneration committee	-		-	
4.4.1	Elect Mr. Wolfgang Martz to the Remuneration Committee	FOR	FOR	100%	
4.4.2	Elect Mr. Laurent Ballif to the Remuneration Committee	FOR	FOR	100%	
4.4.3	Elect Prof. Dr. Jean-Yves Pidoux to the Remuneration Committee	FOR	FOR	99%	

4.4.4	Elect Mr. Laurent Balsiger to the Remuneration Committee	FOR	FOR	100%
4.5	Election of the auditors	FOR	FOR	100%
4.6	Election of the independent proxy	FOR	FOR	100%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Approve allocation of income and dividend	FOR	FOR	NA	
3.	Advisory vote on the remuneration report	FOR	OPPOSE	NA	<p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>
4.	Discharge board members and executive management	FOR	OPPOSE	NA	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>
5.	Amend articles of association with respect to authorized and conditional capital	-		-	
5.a	Approve renewal of authorised capital	FOR	OPPOSE	88%	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.

5.b	Increase the pool of conditional capital for the employees	FOR	OPPOSE	83%	<p>The purpose of the proposed increase is incompatible with the long-term interests of the majority of the company's stakeholders.</p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>
5.c	Increase the pool of conditional capital for the conversion of financial instruments	FOR	OPPOSE	90%	<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 25% of the issued share capital.</p>
6.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
7.	Additional amendments to the articles of association	-		-	
7.a	Amend articles of association: Article 5 Paragraph 3 - Nominee	FOR	FOR	NA	

7.b	Amend articles of association: Article 8 - Annual Shareholders Meeting	FOR	FOR	NA	
7.c	Amend articles of association: Article 18 - Convocation, Resolutions and Minutes	FOR	FOR	NA	
7.d	Amend articles of association: Article 31 - Financial Year, Annual Report and Audit Report	FOR	FOR	NA	
7.e	Amend articles of association: Article 35 - Contributions in kind and takeovers in kind	FOR	FOR	NA	
7.f	Amend articles of association: Renumbering	FOR	FOR	NA	
8.a	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
8.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
9.	Elections to the board of directors	-		-	
9.a	Re-elect Mr. Martin Gertsch as member and chairman of the board	FOR	FOR	NA	
9.b	Re-elect Dr. Jürg Ambühl	FOR	FOR	NA	
10.	Elections to the remuneration committee	-		-	
10.a	Re-elect Mr. Martin Gertsch to the remuneration committee	FOR	FOR	NA	
10.b	Re-elect Dr. Jürg Ambühl to the remuneration committee	FOR	FOR	NA	
11.	Election of the auditors	FOR	FOR	NA	
12.	Election of the independent proxy	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of balance sheet loss	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	OPPOSE	100%	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Ruedi Huber	FOR	FOR	100%	
4.1.2	Re-elect Mr. Peter Müller	FOR	FOR	100%	
4.1.3	Re-elect Mr. Paul Zumbühl	FOR	FOR	100%	
4.2	Re-elect Mr. Paul Zumbühl as board chairman	FOR	FOR	100%	
4.3	Elections to the nomination and remuneration committee	-		-	
4.3.1	Re-elect Mr. Peter Müller to the nomination and remuneration committee	FOR	FOR	100%	
4.3.2	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	FOR	100%	
4.4	Election of the auditors	FOR	FOR	100%	
4.5	Election of the independent proxy	FOR	FOR	100%	
5	Votes on the remuneration of the board of directors and the executive management	-		-	
5.1.a	Retrospective vote on the total remuneration of the board of directors (2014)	FOR	FOR	100%	

5.1.b	Prospective vote on the total remuneration of the board of directors (2015)	FOR	OPPOSE	100%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p>
5.2.a	Retrospective vote on the fixed remuneration of the executive management (2014)	FOR	FOR	100%	
5.2.b	Retrospective vote on the variable remuneration of the executive management (2014)	FOR	FOR	100%	
5.2.c	Prospective vote on the fixed remuneration of the executive management (2015)	FOR	FOR	100%	
5.2.d	Prospective vote on the variable remuneration of the executive management (2015)	FOR	FOR	100%	
6	Ordinary capital increase and reduction of the nominal value	FOR	FOR	99%	
7	Creation of an authorised capital for employee participation	FOR	OPPOSE	99%	The potential dilution is excessive.
8	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	99%	<p>The board has full discretion to submit the amounts of remuneration to shareholder vote prospectively or retrospectively.</p> <p>The maximum duration of fixed-term employment contracts is 2 years, which is in breach with the Minder ordinance.</p> <p>The employment contracts may include non-compete clauses not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates is excessive.</p>

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	OPPOSE	95%	Serious doubts are raised concerning the quality, sincerity and comprehensiveness of the information provided.
2	Advisory vote on the remuneration report	FOR	OPPOSE	86%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Approve allocation of income	FOR	FOR	94%	
4	Discharge board members and executive management	FOR	OPPOSE	93%	There is profound disagreement concerning the management of the company's affairs or the board's decisions. There is a strong deterioration of the company's financial situation due to successive poor financial results or large impairments.
5.1	Elections to the board of directors	-		-	
5.1.a	Re-elect Mr. Edwin Eichler as board chairman	FOR	FOR	95%	
5.1.b	Re-elect Mr. Michael Büchter	FOR	OPPOSE	94%	He is member of the audit committee and the company is facing serious problems related to the accounts.
5.1.c	Re-elect Mr. Marco Musetti	FOR	OPPOSE	94%	He is member of the audit committee and the company is facing serious problems related to the accounts.
5.1.d	Re-elect Dr. iur Heinz Schumacher	FOR	FOR	95%	
5.1.e	Re-elect Dr. oec. Oliver Thum	FOR	FOR	95%	

5.1.f	Re-elect Mr. Hans Ziegler	FOR	OPPOSE	94%	He is the chairman of the audit committee and the company is facing serious problems related to the account.
5.1.g	Elect Mr. Johan van de Steen	FOR	FOR	95%	
5.2	Elections to the nomination and remuneration committee	-		-	
5.2.a	Re-elect Dr. iur Heinz Schumacher to the nomination and remuneration committee	FOR	FOR	94%	
5.2.b	Re-elect Mr. Hans Ziegler to the nomination and remuneration committee	FOR	OPPOSE	94%	Ethos did not support the election of Mr. Ziegler to the board of directors.
5.2.c	Elect Mr. Marco Musetti to the nomination and remuneration committee	FOR	OPPOSE	93%	Ethos did not support the election of Mr. Musetti to the board of directors.
5.3	Election of the auditors	FOR	OPPOSE	93%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. The company accounts or the auditor's work have been subject to severe criticism.
5.4	Election of the independent proxy	FOR	FOR	95%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	86%	The global amount of remuneration is significantly higher than that of the peer group.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	93%	The information provided is insufficient.

Item	Item title	Board position	Ethos position	Voting results
1.	Chairman's speech	NON-VOTING	NON-VOTING	-
2.	Review of the 2014 financial year	NON-VOTING	NON-VOTING	-
3.	Approve annual report, financial statements and accounts	FOR	FOR	100%
4.	Discharge board members	FOR	FOR	52%
5.	Approve allocation of income and dividend	FOR	FOR	100%
6.1	Elections to the board of directors	-	-	-
	Re-elect Mr. Beat M. Siegrist	FOR	FOR	100%
	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	100%
	Re-elect Ms. Vanessa Frey	FOR	FOR	100%
	Re-elect Mr. Jan Jenisch	FOR	FOR	100%
	Re-elect Dr. oec. Jacques Sanche	FOR	FOR	100%
6.2	Election of the chairman of the board	FOR	FOR	100%
6.3	Elections to the remuneration committee	-	-	-
	Elect Dr. oec. Jacques Sanche to the Remuneration Committee	FOR	FOR	100%
	Elect Ms. Vanessa Frey to the Remuneration Committee	FOR	FOR	100%
	Elect Mr. Jan Jenisch to the Remuneration Committee	FOR	FOR	100%
6.4	Election of the independent proxy	FOR	FOR	100%

6.5	Election of the auditors	FOR	OPPOSE	90%	The external auditor's non-audit fees exceed audit fees. The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
7.	Reduce share capital via cancellation of shares	FOR	FOR	100%	
8.	Amend Articles of association	FOR	FOR	100%	
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	86%	
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	91%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	NA	
2.4	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The information provided to the shareholders is insufficient.
3	Discharge board members and executive management	FOR	FOR	NA	
4	Approve allocation of income and dividend	FOR	FOR	NA	
5.1	Elections to the board of directors	-		-	
5.1.a	Re-elect Mr. Ruedi Huber	FOR	FOR	NA	
5.1.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	NA	
5.1.c	Re-elect Mr. Thomas Oetterli	FOR	FOR	NA	
5.1.d	Re-elect Mr. Karl Stadler	FOR	FOR	NA	
5.1.e	Re-elect Mr. Heinrich C. Spoerry (CEO)	FOR	FOR	NA	
5.1.f	Re-elect Mr. Jörg Walther	FOR	FOR	NA	
5.2	Re-elect Mr. Heinrich C. Spoerry (CEO) as board chairman	FOR	FOR	NA	
5.3	Elections to the nomination and remuneration committee	-		-	

5.3.a	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	NA
5.3.b	Re-elect Mr. Karl Stadler to the nomination and remuneration committee	FOR	FOR	NA
5.4	Election of the independent proxy	FOR	FOR	NA
5.5	Election of the auditors	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	99%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	95%	The global amount of remuneration is significantly higher than that of the peer group.
4.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%	
4.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	99%	
4.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	96%	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Colin Bond	FOR	FOR	57%	
5.1.2	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	90%	
5.1.3	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	99%	
5.1.4	Re-elect Mr. Reto A. Garzetti	FOR	FOR	97%	
5.1.5	Re-elect Dr. sc. Felix Meyer	WITHDRAWN	FOR	-	
5.1.6	Re-elect Dr. Thomas Villiger	FOR	FOR	97%	

5.2	Re-elect Dr. iur. Andreas Casutt as chairman of the board	FOR	FOR	99%
5.3	Elections to the remuneration committee	-		-
5.3.1	Elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR	98%
5.3.2	Elect Dr. sc. Felix Meyer to the remuneration committee	WITHDRAWN	FOR	-
5.3.3	Elect Dr. Thomas Villiger to the remuneration committee	FOR	FOR	98%
6	Election of the independent proxy	FOR	FOR	100%
7	Election of the auditors	FOR	FOR	97%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	99%	
3	Discharge board members and executive management	FOR	FOR	-	In the meeting agenda, the discharge was requested in globo for the board and the executive management. At the AGM, the discharge was requested for each board member individually, and in globo for the executive management.
	Discharge Mr. Urs F. Burkard	FOR	OPPOSE	92%	His attitude and actions at the time of the transaction with Saint-Gobain were not in line with his duty of loyalty to Sika and its shareholders.
	Discharge Mr. Frits van Dijk	FOR	FOR	25%	
	Discharge Dr. sc. techn. Paul J. Hälgi	FOR	FOR	25%	
	Discharge Dr. oec. Willi K. Leimer	FOR	OPPOSE	92%	Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders.
	Discharge Ms. Monika Ribar	FOR	FOR	25%	
	Discharge Mr. Daniel J. Sauter	FOR	FOR	25%	
	Discharge Prof. Dr. sc. techn. Ulrich W. Suter	FOR	FOR	25%	
	Discharge Mr. Jürgen Tinggren	FOR	OPPOSE	92%	Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders.
	Discharge Mr. Christoph Tobler	FOR	FOR	24%	
	Discharge executive management	FOR	FOR	95%	
4	Elections to the board of directors	-		-	

4.1.1	Re-elect Dr. sc. techn. Paul J. Hälg	FOR	FOR	86%	
4.1.2	Re-elect Mr. Urs F. Burkard	FOR	OPPOSE	83%	His activities and attitude are not irreproachable.
4.1.3	Re-elect Mr. Frits van Dijk	FOR	FOR	99%	
4.1.4	Re-elect Dr. oec. Willi K. Leimer	FOR	OPPOSE	84%	His activities and attitude are not irreproachable.
4.1.5	Re-elect Ms. Monika Ribar	FOR	FOR	86%	
4.1.6	Re-elect Mr. Daniel J. Sauter	FOR	FOR	84%	
4.1.7	Re-elect Prof. Dr. sc. techn. Ulrich W. Suter	FOR	FOR	85%	
4.1.8	Re-elect Mr. Jürgen Tinggren	FOR	OPPOSE	84%	His activities and attitude are not irreproachable.
4.1.9	Re-elect Mr. Christoph Tobler	FOR	FOR	86%	
4.2.1	Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle	OPPOSE	OPPOSE	13%	
4.3	Election of the chairman of the board	-		-	
4.3.1	Board's proposal: Re-elect Dr. sc. techn. Paul J. Hälg as chairman	FOR	FOR	87%	
4.3.2	Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle as chairman	OPPOSE	OPPOSE	-	Dr. Roesle was not elected to the board of directors under ITEM 4.2.1. Since only a member of the board can be elected as chairman, ITEM 4.3.2 was not submitted to shareholder vote.
4.4	Elections to the nomination and remuneration committee	-		-	
4.4.1	Re-elect Mr. Frits van Dijk to the nomination and remuneration committee	FOR	FOR	87%	

4.4.2	Re-elect Mr. Urs F. Burkard to the nomination and remuneration committee	FOR	OPPOSE	79%	Ethos did not support the election of Mr. Burkard to the board of directors.
4.4.3	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	FOR	75%	
4.5	Election of the auditors	FOR	FOR	98%	
4.6	Election of the independent proxy	FOR	FOR	100%	
5	Remuneration	-		-	
5.1	Advisory vote on the remuneration report	FOR	FOR	30%	
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	30%	
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	
	Proposal by the shareholder group led by the Ethos Foundation	-		-	
6.1	Deletion of the opting out clause	FOR	FOR	30%	
	Proposals by the shareholder group formed by Cascade, Bill & Melinda Gates Foundation Trust, Fidelity, and Threadneedle	-		-	
6.2	Special audit	FOR	FOR	69%	
6.3	Appointment of a special expert committee	FOR	FOR	70%	
	Proposal made during the AGM by Schenker-Winkler Holding: Special audit	OPPOSE	OPPOSE	49%	
	Proposal made during the AGM by Schenker-Winkler Holding: Convene an EGM	OPPOSE	OPPOSE	81%	

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%
1.2	Advisory vote on the remuneration report	FOR	FOR	98%
2	Approve allocation of income and dividend	FOR	FOR	100%
3	Discharge board members and executive management	FOR	FOR	89%
4.1	Elections to the board of directors	-	-	-
4.1.1	Re-elect Mr. Robert F. Spoerry as board chairman	FOR	FOR	99%
4.1.2	Re-elect Dr. iur. Beat W. Hess	FOR	FOR	100%
4.1.3	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	100%
4.1.4	Re-elect Dr. oec. Michael Jacobi	FOR	FOR	99%
4.1.5	Re-elect Mr. Anssi Vanjoki	FOR	FOR	100%
4.1.6	Re-elect Mr. Ronald van der Vis	FOR	FOR	100%
4.1.7	Re-elect Dr. iur. Jinlong Wang	FOR	FOR	100%
4.1.8	Re-elect Mr. John Zei	FOR	FOR	99%
4.2	Elections to the nomination and remuneration committee	-	-	-
4.2.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	99%
4.2.2	Re-elect Dr. iur. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	100%
4.2.3	Re-elect Mr. John Zei to the nomination and remuneration committee	FOR	FOR	99%
4.3	Election of the auditors	FOR	FOR	99%

4.4	Election of the independent proxy	FOR	FOR	100%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	80%	The global amount of remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%	
6	Reduce share capital via cancellation of shares	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1.	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	-
2.	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	-
3.	Approve annual report and consolidated accounts	FOR	FOR	99%
4.	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	99%
5.	Approve allocation of income and dividend	FOR	FOR	99%
6.	Discharge board members	FOR	FOR	99%
7.	Amend articles of association	FOR	FOR	99%
8.	Elections to the board of directors and to the remuneration committee	-	-	-
8.1	Re-elect Prof. Thomas A. Gutzwiller as chairman and member of the board and as member of the remuneration committee	FOR	FOR	100%
8.2	Re-elect Prof. Manuel Ammann as member of the board	FOR	FOR	100%
8.3	Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee	FOR	FOR	99%
8.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board	FOR	FOR	100%
8.5	Re-elect Mr. Kurt Rüegg as member of the board	FOR	FOR	100%
8.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	99%
8.7	Re-elect Mr. Hans Wey as member of the board	FOR	FOR	100%

8.8	Election of the independent proxy	FOR	FOR	100%	
8.9	Election of the auditors	FOR	OPPOSE	97%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%	
9.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	97%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The structure of the remuneration is not in line with Ethos' guidelines.
2.1	Approve allocation of income	FOR	FOR	NA	
2.2	Distribution out of capital contribution reserves	FOR	FOR	NA	
3.	Discharge board members	FOR	FOR	NA	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Walter Fust	FOR	FOR	NA	
5.1.2	Re-elect Prof. Dr. oec. Christian Belz	FOR	FOR	NA	
5.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR	NA	
5.1.4	Re-elect Prof. Dr. mech. eng. Frank Brinken	FOR	FOR	NA	
5.1.5	Re-elect Mr. Daniel Frutig	FOR	FOR	NA	
5.2	Election of Mr. Daniel Frutig as the chairman of the board	FOR	FOR	NA	
5.3	Elections to the remuneration committee	-		-	

5.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR	NA	
5.3.2	Re-elect Prof. Dr. mech. eng. Frank Brinken to the remuneration committee	FOR	OPPOSE	NA	He is not independent (former executive, cross-directorship) and the majority of the committee members are not independent.
5.4	Election of the auditors	FOR	FOR	NA	
5.5	Election of the independent proxy	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	90%	The global amount of remuneration is significantly higher than that of the peer group.
5	Binding votes on the remuneration of the executive management	-		-	
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	100%	
5.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	100%	
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR	98%	
6.2	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR	98%	
6.3	Re-elect Mr. Roland W. Hess	FOR	FOR	100%	
6.4	Re-elect Mr. Ulrich Looser	FOR	FOR	100%	
6.5	Re-elect Dr. Beat E. Lüthi	FOR	FOR	100%	
6.6	Re-elect Mr. Stefan Meister	FOR	FOR	100%	
6.7	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR	99%	
7	Elections to the remuneration committee	-		-	

6.1	Elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	100%
6.2	Elect Dr. Beat E. Lüthi to the remuneration committee	FOR	FOR	100%
6.3	Elect Mr. Stefan Meister to the remuneration committee	FOR	FOR	100%
8	Election of the independent proxy	FOR	FOR	100%
9	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
III	Specific instructions for announced proposals	-		-	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	91%	The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	99%	
4	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	96%	The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration. The amount available for new members of the executive management is excessive.
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	99%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	97%	The remuneration structure is not in line with Ethos' guidelines.
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Peter Löscher as board chairman	FOR	FOR	99%	
6.2.1	Re-elect Mr. Matthias Bichsel	FOR	FOR	100%	

6.2.2	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR	100%
6.2.3	Re-elect Ms. Jill Lee	FOR	FOR	100%
6.2.4	Re-elect Mr. Marco Musetti	FOR	FOR	98%
6.2.5	Re-elect Dr. math. Klaus Sturany	FOR	FOR	100%
6.3	Elect Dr. oec. Gerhard Roiss	FOR	FOR	98%
7	Elections to the remuneration committee	-		-
7.1.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR	99%
7.1.2	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	FOR	98%
7.2	Elect Ms. Jill Lee to the remuneration committee	FOR	FOR	99%
8	Election of the auditors	FOR	FOR	100%
9	Election of the independent proxy	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Discharge board members and executive management	FOR	FOR	NA	
3	Approve allocation of income and dividend	FOR	FOR	NA	
4	Binding votes on the remuneration of the board of directors and the executive management	-		-	
4.1	Fixed remuneration of the board of directors	-		-	
4.1.1	Fixed remuneration for functions of the board of directors	FOR	FOR	NA	
4.1.2	Fixed remuneration for executive functions of the members of the board of directors	FOR	FOR	NA	
4.2	Fixed remuneration of the executive management	FOR	FOR	NA	
4.3	Variable remuneration of the executive members of the board of directors	FOR	OPPOSE	NA	The awards do not confirm the link between pay and performance. The requested amount does not allow to respect Ethos' guidelines.
4.4	Variable remuneration of the executive management	FOR	OPPOSE	NA	The awards do not confirm the link between pay and performance. The requested amount does not allow to respect Ethos' guidelines.
5	Elections to the board of directors	-		-	
5.1	Re-elect Ms. Nayla Hayek	FOR	FOR	NA	

5.2	Re-elect Mr. Ernst Tanner	FOR	OPPOSE	NA	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.
5.3	Re-elect Mr. Nick Hayek Jr. (CEO)	FOR	FOR	NA	
5.4	Re-elect Prof. Claude Nicollier	FOR	FOR	NA	
5.5	Re-elect Dr. Jean-Pierre Roth	FOR	FOR	NA	
5.6	Re-elect Ms. Nayla Hayek as board chairman	FOR	FOR	NA	
6	Elections to the remuneration committee	-		-	
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	OPPOSE	NA	She holds an executive function in the company.
6.2	Re-elect Mr. Ernst Tanner to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Tanner to the board of directors.
6.3	Re-elect Mr. Nick Hayek Jr. to the remuneration committee	FOR	OPPOSE	NA	He holds an executive function in the company.
6.4	Re-elect Prof. Claude Nicollier to the remuneration committee	FOR	FOR	NA	
6.5	Re-elect Dr. Jean-Pierre Roth to the remuneration committee	FOR	FOR	NA	
7	Election of the independent proxy	FOR	FOR	NA	
8	Election of the auditors	FOR	FOR	NA	
9	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
	Change of voting position: ITEM 6 - Authorised capital: Vote FOR. All other ITEMS remain unchanged	-		-	
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
2	Approve annual report, financial statements and accounts	FOR	FOR	NA	
3	Approve allocation of net loss	FOR	FOR	NA	
4	Discharge board members and executive management	FOR	FOR	NA	
5	Reduce share capital via repayment of nominal value	FOR	FOR	NA	
6	Approve creation of authorised capital	FOR	FOR	NA	
7.1	Elections to the board of directors	-		-	
7.1.a	Re-elect Dr. sc. math. Hans-Peter Bauer as board chairman	FOR	OPPOSE	NA	He has a major conflict of interest that is incompatible with his role as board member.
7.1.b	Re-elect Mr. Laurent Staffelbach	FOR	FOR	NA	
7.1.c	Re-elect Mr. Christian Perschak	FOR	FOR	NA	
7.1.d	Re-elect Ms. Carolin Schmäuser	FOR	FOR	NA	
7.1.e	Re-elect Mr. Michael Schiltknecht	FOR	OPPOSE	NA	He is not independent (business connections) and the board independence is insufficient (33.3 %).
7.1.f	Re-elect Mr. Alexander Vögele	FOR	FOR	NA	
7.2	Elections to the remuneration committee	-		-	

7.2.a	Re-elect Dr. sc. math. Hans-Peter Bauer to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Dr. sc. math. Bauer to the board of directors.
7.2.b	Re-elect Mr. Laurent Staffelbach to the remuneration committee	FOR	FOR	NA	
7.2.c	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	NA	
7.2.d	Re-elect Ms. Carolin Schmäuser to the remuneration committee	FOR	FOR	NA	
7.2.e	Re-elect Mr. Michael Schiltknecht to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Schiltknecht to the board of directors.
7.2.f	Re-elect Mr. Alexander Vögele to the remuneration committee	FOR	FOR	NA	
7.3	Election of the auditors	FOR	FOR	NA	
7.4	Election of the independent proxy	FOR	FOR	NA	
8	Remuneration	-		-	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The proposed increase relative to the previous year is excessive or not justified.
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	NA	The proposed increase relative to the previous year is excessive or not justified.
8.3	Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%
1.2	Advisory vote on the remuneration report	FOR	FOR	93%
2.1	Approve allocation of income	FOR	FOR	99%
2.2	Approve dividend from capital contribution reserves	FOR	FOR	99%
3	Discharge board members and executive management	FOR	FOR	99%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	97%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	95%
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	97%
5	Elections to the board of directors	-	-	-
5.1	Re-elect Dr. iur. Rolf Dörig as chairman of the board	FOR	FOR	97%
5.2	Re-elect Dr. rer. nat. Wolf Becke	FOR	FOR	96%
5.3	Re-elect Mr. Gerold Bühner	FOR	FOR	96%
5.4	Re-elect Ms. Adrienne Corboud Fumagalli	FOR	FOR	99%
5.5	Re-elect Mr. Ueli Dietiker	FOR	FOR	98%
5.6	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	99%
5.7	Re-elect Dr. oec. Frank Keuper	FOR	FOR	96%
5.8	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	99%

5.9	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	99%
5.10	Re-elect Ms. Franziska A. Tschudi Sauber	FOR	FOR	95%
5.11	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	99%
	Elections to the remuneration committee	-		-
5.12	Elect Mr. Gerold Bühler to the remuneration committee	FOR	FOR	65%
5.13	Elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	99%
5.14	Elect Ms. Franziska A. Tschudi Sauber to the remuneration committee	FOR	FOR	65%
6	Election of the independent proxy	FOR	FOR	99%
7	Election of the auditors	FOR	FOR	96%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Advisory vote on the remuneration report	FOR	OPPOSE	60%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
3.	Discharge board members and executive management	FOR	FOR	100%	
4.	Approve allocation of income	FOR	FOR	100%	
5.	Approve dividend	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	86%	The total amount allows for the payment of significantly higher remunerations than those of a peer group. The remuneration structure is not in line with Ethos' guidelines.
7.1	Elections to the board of directors	-		-	
7.1.1	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	84%	
7.1.2	Re-elect Dr. iur. Thomas A. Wetzel	FOR	OPPOSE	54%	He is not independent (board tenure of 16 years) and the board independence is insufficient (28.6 %).
7.1.3	Re-elect Mr. Christopher M. Chambers	FOR	FOR	99%	
7.1.4	Re-elect Dr. iur. Bernhard M. Hammer	FOR	FOR	84%	

7.1.5	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	69%	
7.1.6	Re-elect Mr. Mario F. Seris	FOR	FOR	98%	
7.1.7	Re-elect Mr. Klaus Rudolf Wecken	FOR	OPPOSE	73%	He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6 %).
7.2	Election of the chairman of the board	FOR	FOR	85%	
7.3	Elections to the remuneration committee	-		-	
7.3.1	Elect Dr. iur. Thomas A. Wetzel to the Remuneration Committee	FOR	OPPOSE	54%	Ethos did not support the election of Dr. iur. Wetzel to the board of directors.
7.3.2	Elect Mr. Christopher M. Chambers to the Remuneration Committee	FOR	FOR	99%	
7.3.3	Elect Mr. Mario F. Seris to the Remuneration Committee	FOR	FOR	99%	
7.4	Election of the independent proxy	FOR	FOR	100%	
7.5	Election of the auditors	FOR	FOR	99%	
8.	Amend Articles of association	-		-	
8.1	Amend Articles of association: section 4, B	FOR	FOR	100%	
8.2	Amend Articles of association: section 5, A (removals)	FOR	FOR	100%	
8.3	Amend Articles of association: section 4, B (additions)	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Advisory vote on the remuneration report	FOR	OPPOSE	89%	The structure of the remuneration is not in line with Ethos' guidelines.
1.2	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Approve allocation of income	FOR	FOR	99%	
3.1	Ordinary Dividend	FOR	FOR	99%	
3.2	Extraordinary Dividend	FOR	FOR	99%	
4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	90%	The information provided is insufficient. Past awards and the amounts released after the performance/blocking period do not confirm the link between pay and performance.
5	Discharge board members and executive management	FOR	FOR	98%	
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Walter B. Kielholz as board member and chairman of the board	FOR	FOR	96%	
6.1.2	Re-elect Mr. Mathis Caballavetta	FOR	FOR	96%	
6.1.3	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	OPPOSE	70%	He holds an excessive number of mandates.
6.1.4	Re-elect Dr. oec. Renato Fassbind	FOR	FOR	98%	
6.1.5	Re-elect Ms. Mary Francis	FOR	FOR	99%	
6.1.6	Re-elect Prof. Dr. oec. Rajna Gibson Brandon	FOR	FOR	99%	

6.1.7	Re-elect Mr. C. Robert Henrikson	FOR	FOR	98%	
6.1.8	Re-elect Mr. Hans Ulrich Maerki	FOR	FOR	98%	
6.1.9	Re-elect Mr. Carlos E. Represas	FOR	FOR	98%	
6.1.10	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR	98%	
6.1.11	Re-elect Ms. Susan L. Wagner	FOR	FOR	98%	
6.1.12	Elect Mr. Trevor Manuel	FOR	FOR	99%	
6.1.13	Elect Mr. Philip K. Ryan	FOR	FOR	99%	
6.2	Elections to the remuneration committee	-	-	-	
6.2.1	Elect Dr. oec. Renato Fassbind to the remuneration committee	FOR	FOR	98%	
6.2.2	Elect Mr. C. Robert Henrikson to the remuneration committee	FOR	FOR	98%	
6.2.3	Elect Mr. Hans Ulrich Maerki to the remuneration committee	FOR	FOR	98%	
6.2.4	Elect Mr. Carlos E. Represas to the remuneration committee	FOR	FOR	98%	
6.3	Election of the independent proxy	FOR	FOR	99%	
6.4	Election of the auditors	FOR	FOR	97%	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	87%	The global amount of remuneration is significantly higher than that of the peer group.
7.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	OPPOSE	90%	The information provided is insufficient.
8.1	Approve renewal of authorised capital	FOR	FOR	95%	

8.2	Amend Articles of Association: Wording of Article 3a para 5	FOR	FOR	95%
8.3	Amend Articles of Association: Wording of Article 7	FOR	FOR	99%
8.4	Amend Articles of Association: suppression of transitional provision	FOR	FOR	99%
9	Approve share buyback programme	FOR	FOR	98%

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%
1.2	Advisory vote on the remuneration report	FOR	FOR	97%
2	Approve allocation of income and dividend	FOR	FOR	99%
3	Discharge board members and executive management	FOR	FOR	99%
4	Elections to the board of directors	-		-
4.1	Re-elect Dr. rer. pol. Franck Esser	FOR	FOR	99%
4.2	Re-elect Dr. sc. tech. Barbara Frei	FOR	FOR	99%
4.3	Re-elect Mr. Hugo Gerber	FOR	FOR	98%
4.4	Re-elect Mr. Michel Gobet	FOR	FOR	99%
4.5	Re-elect Dr. sc. techn. Torsten G. Kreindl	FOR	FOR	99%
4.6	Re-elect Ms. Catherine Mühlemann	FOR	FOR	99%
4.7	Re-elect Mr. Theophil H. Schlatter	FOR	FOR	99%
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	99%
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	99%
5	Elections to the remuneration committee	-		-
5.1	Elect Dr. sc. tech. Barbara Frei to the remuneration committee	FOR	FOR	99%
5.2	Elect Dr. sc. techn. Torsten G. Kreindl to the remuneration committee	FOR	FOR	98%
5.3	Elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	99%

5.4	Elect Mr. Theophil H. Schlatter to the remuneration committee	FOR	FOR	99%
5.5	Elect Dr. Hans Werder to the remuneration committee	FOR	FOR	98%
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	99%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%
7	Election of the independent proxy	FOR	FOR	99%
8	Election of the auditors	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	-
2	Presentation of auditor's report	NON-VOTING	NON-VOTING	-
3.	Approve annual report, financial statements and accounts	FOR	FOR	NA
4.	Discharge board members and executive management	FOR	FOR	NA
5.a	Elections to the board of directors	-		-
5.a.1	Re-elect Mr. Jean-Paul Periat	FOR	FOR	NA
5.a.2	Re-elect Mr. Viktor Huser	FOR	FOR	NA
5.b	Election of the chairman of the board	FOR	FOR	NA
5.c	Elections of the liquidators	FOR	FOR	NA
5.d	Elections to the remuneration committee	-		-
5.d.1	Elect Mr. Jean-Paul Periat to the Remuneration Committee	FOR	FOR	NA
5.d.2	Elect Mr. Viktor Huser to the Remuneration Committee	FOR	FOR	NA
5.e	Election of the independent proxy	FOR	FOR	NA
5.f	Election of the auditors	FOR	FOR	NA
6.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%
1.2	Advisory vote on the remuneration report	FOR	FOR	87%
2.1	Approve allocation of income	FOR	FOR	100%
2.2	Dividend from capital contribution reserves	FOR	FOR	100%
3	Discharge board members and executive management	FOR	FOR	99%
4.1	Elections to the board of directors	-	-	-
4.1.1	Re-elect Mr. Mario M. Fontana	FOR	FOR	100%
4.1.2	Re-elect Dr. iur. Markus Dennler	FOR	FOR	99%
4.1.3	Re-elect Mr. Martin M. Naville	FOR	FOR	100%
4.1.4	Re-elect Mr. Adrian Bult	FOR	FOR	100%
4.1.5	Elect Mr. Jean-Christophe Pernellet	FOR	FOR	100%
4.2	Elections to the remuneration committee	-	-	-
4.2.1	Elect Dr. iur. Markus Dennler to the Remuneration Committee	FOR	FOR	99%
4.2.2	Elect Mr. Mario M. Fontana to the Remuneration Committee	FOR	FOR	100%
4.3	Election of the auditors	FOR	FOR	100%
4.4	Election of the independent proxy	FOR	FOR	100%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%

6.1	Amendments to the articles to association linked to remuneration	FOR	FOR	99%
6.2	Other amendments to the articles of association	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	87%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	OPPOSE	94%	The board of directors does not recognise the major environmental/social risks that the company faces.
4	Approve allocation of income and dividend	FOR	FOR	100%	
5	Elections to the board of directors	-		-	
5.1	Re-elect Ms. Vinita Bali	FOR	FOR	98%	
5.2	Re-elect Mr. Stefan Borgas	FOR	FOR	99%	
5.3	Re-elect Mr. Gunnar Brock	FOR	OPPOSE	96%	He holds an excessive number of mandates.
5.4	Re-elect Mr. Michel Demaré	FOR	FOR	99%	
5.5	Re-elect Dr. Eleni Gabre-Madhin	FOR	FOR	99%	
5.6	Re-elect Dr. chem. David Lawrence	FOR	FOR	99%	
5.7	Re-elect Mr. Michael Mack (CEO)	FOR	FOR	97%	
5.8	Re-elect Dr. iur. Eveline Saupper	FOR	FOR	99%	
5.9	Re-elect Mr. Jacques Vincent	FOR	FOR	99%	
5.10	Re-elect Dr. iur. Jürg Witmer	FOR	FOR	99%	
6	Re-elect Mr. Michel Demaré as board chairman	FOR	FOR	99%	

7	Elections to the remuneration committee	-	-	-	
7.1	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR	99%	
7.2	Re-elect Mr. Jacques Vincent to the remuneration committee	FOR	FOR	98%	
7.3	Re-elect Dr. iur. Jürg Witmer to the remuneration committee	FOR	FOR	98%	
8	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	94%	The remuneration of the chairman is significantly higher than that of the peer group.
9	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	85%	The remuneration structure is not in line with Ethos' guidelines.
10	Election of the independent proxy	FOR	FOR	100%	
11	Election of the auditors	FOR	FOR	98%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. iur. Pietro P. Supino-Coninx as board chairman	FOR	FOR	99%	
4.1.2	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	99%	
4.1.3	Re-elect Ms. Marina de Planta	FOR	FOR	100%	
4.1.4	Re-elect Mr. Martin Kall	FOR	OPPOSE	99%	He is not independent (former executive) and the board independence is insufficient (14.3 %).
4.1.5	Re-elect Mr. Pierre Lamunière	FOR	OPPOSE	98%	He is not independent (business connections) and the board independence is insufficient (14.3 %).
4.1.6	Re-elect Mr. Konstantin Richter	FOR	FOR	99%	
4.1.7	Re-elect Prof. h.c. Dr. Iwan Rickenbacher	FOR	OPPOSE	98%	He is not independent (board tenure of 19 years) and the board independence is insufficient (14.3 %).
4.2	Elections to the nomination and remuneration committee	-		-	

4.2.1	Re-elect Dr. iur. Pietro P. Supino-Coninx to the nomination and remuneration committee	FOR	OPPOSE	98%	<p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He is chairman of the remuneration committee and also chairman of the board and is not considered independent (representative of an important shareholder).</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p>
4.2.2	Re-elect Ms. Claudia Coninx-Kaczynski to the nomination and remuneration committee	FOR	OPPOSE	99%	<p>She is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>She was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p>
4.2.3	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	OPPOSE	99%	<p>He is not independent (former executive) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p>
4.3.1	Election of the independent proxy	FOR	FOR	100%	
4.3.2	Election of the substitute for the independent proxy	FOR	FOR	100%	
4.4	Election of the auditors	FOR	FOR	99%	

5	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	98%	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
6	Binding votes on the 2014 remuneration of the board of directors, the advisory board and the executive management	-		-	
6.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	OPPOSE	99%	The remuneration of the executive members of the board (excluding the executive management) is excessive or is not in line with Ethos' guidelines.
6.2	Binding retrospective vote on the total remuneration of the advisory board for digital development	FOR	FOR	100%	
6.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	99%	The fixed remuneration is significantly higher than that of a peer group. The increase relative to the previous year is excessive or not justified.
6.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	100%	
7	Binding vote on the principles of remuneration 2015	FOR	OPPOSE	98%	The structure of the remuneration is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Approve allocation of income and dividend	FOR	FOR	100%
3	Discharge board members and executive management	FOR	FOR	100%
4.1	Elections to the board of directors	-	-	-
4.1.1.a	Re-elect Mr. Heinrich Fischer	FOR	FOR	99%
4.1.1.b	Re-elect Dr. pharm. Oliver Fetzter	FOR	FOR	96%
4.1.1.c	Re-elect Dr. Karen J. Huebscher	FOR	FOR	99%
4.1.1.d	Re-elect Dr. Christa Kreuzburg	FOR	FOR	99%
4.1.1.e	Re-elect Mr. Gérard Vaillant	FOR	FOR	99%
4.1.1.d	Re-elect Mr. Rolf A. Classon	FOR	FOR	100%
4.1.2	Elect Mr. Lars Holmqvist	FOR	FOR	99%
4.2	Election of the chairman of the board	FOR	FOR	100%
4.3	Elections to the remuneration committee	-	-	-
4.3.a	Elect Dr. pharm. Oliver Fetzter to the remuneration committee	FOR	FOR	96%
4.3.b	Elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	100%
4.4	Election of the auditors	FOR	FOR	98%
4.5	Election of the independent proxy	FOR	FOR	100%

5.1	Advisory vote on the remuneration report	FOR	OPPOSE	94%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
5.3.1	Binding prospective vote on the fixed and short-term remuneration of the executive management	FOR	FOR	98%	
5.3.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	94%	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2	Approve allocation of income	FOR	FOR	100%	
3	Dividend from capital contribution reserves	FOR	FOR	100%	
4	Reduce share capital via cancellation of shares	FOR	FOR	99%	
5	Discharge board members and executive management	FOR	FOR	100%	
6	Approve renewal of authorised capital	FOR	OPPOSE	77%	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 25% of the issued share capital.
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	94%	The global amount of remuneration is significantly higher than that of the peer group. The remuneration of the executive chairman is excessive or is not in line with Ethos' guidelines.
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	90%	The remuneration structure is not in line with Ethos' guidelines.
8	Elections to the board of directors	-		-	
8.1	Re-elect Mr. Andreas Andreades	FOR	FOR	100%	
8.2	Re-elect Mr. George Koukis	FOR	FOR	74%	
8.3	Re-elect Mr. Ian Robert Cookson	FOR	FOR	100%	

8.4	Re-elect Mr. Thibault de Tersant	FOR	FOR	100%	
8.5	Re-elect Mr. Sergio Giacoletto	FOR	FOR	100%	
8.6	Re-elect Mr. Erik Hansen	FOR	FOR	100%	
8.7	Re-elect Ms. Amy Yok Tak Yip	FOR	FOR	100%	
9	Elections to the remuneration committee	-		-	
9.1	Elect Mr. Sergio Giacoletto to the remuneration committee	FOR	FOR	100%	
9.2	Elect Mr. Ian Robert Cookson to the remuneration committee	FOR	FOR	100%	
9.3	Elect Mr. Erik Hansen to the remuneration committee	FOR	FOR	100%	
10	Election of the independent proxy	FOR	FOR	100%	
11	Election of the auditors	FOR	OPPOSE	91%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Approve allocation of income	FOR	FOR	NA	
3	Discharge board members and executive management	FOR	FOR	NA	
4	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The proposed maximum number of mandates is excessive.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	
5.3	Advisory vote on the remuneration report	FOR	FOR	NA	
6.1	Elections to the board of directors	-		-	
6.1.a	Re-elect Dr. Raffaele Petrone	FOR	FOR	NA	
6.1.b	Re-elect Prof. Michael Alan Keller	FOR	FOR	NA	
6.1.c	Re-elect Dr. Robert E. Patterson	FOR	FOR	NA	
6.1.d	Re-elect Mr. Claudio Palladini	FOR	FOR	NA	
6.1.e	Elect Mr. Fulvio Citaredo	FOR	FOR	NA	
6.2	Re-elect Dr. Raffaele Petrone as chairman of the board	FOR	OPPOSE	NA	<p>He is also CEO and the combination of functions is permanent.</p>

6.3	Elections to the remuneration committee	-	-	-	
6.3.a	Elect Dr. Robert E. Patterson to the Remuneration Committee	FOR	FOR	NA	
6.3.b	Elect Mr. Claudio Palladini to the Remuneration Committee	FOR	FOR	NA	
6.4	Election of the independent proxy	FOR	FOR	NA	
6.5	Election of the auditors	FOR	FOR	NA	
7	Increase the pool of conditional capital for the conversion of convertible bonds	FOR	OPPOSE	NA	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 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 25% of the issued share capital.</p>
8	New authorised capital	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
2.	Approve annual report, financial statements and accounts	-		NA	
2.1	Approve annual report of the board of directors	FOR	FOR	NA	
2.2	Approve consolidated accounts	FOR	FOR	NA	
2.3	Approve financial statements	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.1	Discharge board members	FOR	FOR	NA	
4.2	Discharge executive management	FOR	FOR	NA	
5.	Elections to the board of directors	-		-	
5.1	Re-elect Mr. François Frôté	FOR	OPPOSE	NA	<p>He holds an excessive number of mandates.</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 years, cross-directorship) 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>
5.2	Re-elect Mr. Michel Rollier	FOR	FOR	NA	
5.3	Re-elect Prof. Dr. mech. eng. Frank Brinken	FOR	FOR	NA	
5.4	Re-elect Mr. Walter Fust	FOR	FOR	NA	
6.	Election of the chairman of the board	FOR	OPPOSE	NA	Ethos cannot support the election of Mr. Frôté to the board of directors.

7.	Elections to the remuneration committee	-		-	
7.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Frôté to the board of directors. He holds an excessive number of mandates.
7.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR	NA	
7.3	Re-elect Prof. Dr. mech. eng. Frank Brinken to the remuneration committee	FOR	FOR	NA	
7.4	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR	NA	
8.	Election of the independent proxy	FOR	FOR	NA	
9.	Election of the auditors	FOR	FOR	NA	
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	NA	The fixed remuneration is significantly higher than that of a peer group.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Discharge board members and executive management	FOR	FOR	96%	
3	Approve allocation of income	FOR	FOR	98%	
4	Approve distribution of dividend from capital contribution reserves	FOR	FOR	98%	
5	Elections to the board of directors	-		-	
5A	Re-elect Mr. Glyn Barker	FOR	FOR	98%	
5B	Re-elect Ms. Vanessa C.L. Chang	FOR	FOR	98%	
5C	Re-elect Mr. Frederico F. Curado	FOR	FOR	98%	
5D	Re-elect Mr. Chadwick C. Deaton	FOR	FOR	98%	
5E	Re-elect Mr. Vincent Intriери	FOR	FOR	89%	
5F	Re-elect Mr. Martin B. McNamara	FOR	OPPOSE	95%	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.
5G	Re-elect Mr. Samuel Merksamer	FOR	FOR	87%	
5H	Re-elect Mr. Merrill A. Miller Jr.	FOR	FOR	97%	
5I	Re-elect Mr. Edward R. Muller	FOR	FOR	98%	
5J	Re-elect Mr. Tan Ek Kia	FOR	FOR	89%	
6	Election of Mr. Merrill A. Miller Jr. as chairman of the board	FOR	FOR	98%	
7	Elections to the remuneration committee	-		-	
7A	Elect Mr. Frederico F. Curado to the remuneration committee	FOR	FOR	97%	

7B	Elect Mr. Vincent Intrieri to the remuneration committee	FOR	FOR	88%	
7C	Elect Mr. Martin B. McNamara to the remuneration committee	FOR	OPPOSE	94%	Ethos did not support the election of Mr. McNamara to the board of directors.
7D	Elect Mr. Tan Ek Kia to the remuneration committee	FOR	FOR	89%	
8	Election of the independent proxy	FOR	FOR	98%	
9	Election of the auditors	FOR	FOR	98%	
10	Advisory Vote on the Named Executive Officers remuneration	FOR	OPPOSE	82%	The structure of the remuneration is not in line with Ethos' guidelines.
11A	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	88%	
11B	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	82%	The total amount allows for the payment of significantly higher remunerations than those of a peer group. The remuneration structure is not in line with Ethos' guidelines. Past awards do not confirm the link between pay and performance.
12	Approval of the 2015 Long-Term Incentive Plan	FOR	OPPOSE	91%	The structure of the remuneration is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Approve allocation of income and dividend	-	-	-
2.1	Approve allocation of income	FOR	FOR	100%
2.2	Approve dividend from capital contributions reserves	FOR	FOR	100%
3	Discharge board members and executive management	FOR	FOR	100%
4.1	Advisory vote on the 2014 remuneration of the board of directors	FOR	FOR	100%
4.2	Advisory vote on the 2014 remuneration of the executive management	FOR	FOR	88%
5	Elections to the board of directors	-	-	-
5.1	Re-elect Prof. Dr. Fritz Fahrni as board chairman	FOR	FOR	89%
5.2	Re-elect Dr. Paul Van Iseghem	FOR	FOR	100%
5.3	Re-elect Prof. Dr. Gerhard E. Tröster	FOR	FOR	99%
5.4	Re-elect Ms. Soo Boon Quek-Koh	FOR	FOR	88%
5.5	Re-elect Mr. Thomas Seiler	FOR	FOR	95%
5.6	Re-elect Mr. Jean-Pierre Wyss	FOR	FOR	95%
5.7	Elect Mr. André Müller	FOR	FOR	89%
6	Elections to the nomination and remuneration committee	-	-	-
6.1	Re-elect Prof. Dr. Gerhard E. Tröster to the nomination and remuneration committee	FOR	FOR	99%
6.2	Re-elect Prof. Dr. Fritz Fahrni to the nomination and remuneration committee	FOR	FOR	94%

7.1	Approve renewal of authorised capital	FOR	FOR	91%	
7.2	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	94%	The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	93%	
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	72%	
9	Election of the independent proxy	FOR	FOR	100%	
10	Election of the auditors	FOR	OPPOSE	89%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	97%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	88%	The structure of the remuneration is not in line with Ethos' guidelines.
2.1	Approve allocation of income and ordinary dividend	FOR	FOR	100%	
2.2	Approve allocation of income and extraordinary dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	OPPOSE	89%	There is profound disagreement concerning the management of the company's affairs or the board's decisions.
4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	90%	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	95%	
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Dr. oec. Axel Weber as board member and chairman of the board	FOR	FOR	95%	
6.1.2	Re-elect Mr. Michel Demaré	FOR	FOR	97%	
6.1.3	Re-elect Mr. David Sidwell	FOR	FOR	97%	

6.1.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR	97%	
6.1.5	Re-elect Ms. Ann F. Godbehere	FOR	FOR	97%	
6.1.6	Re-elect Dr. oec. Axel P. Lehmann	FOR	FOR	97%	
6.1.7	Re-elect Mr. William G. Parrett	FOR	OPPOSE	92%	He holds an excessive number of mandates.
6.1.8	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR	97%	
6.1.9	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR	97%	
6.1.10	Re-elect Mr. Joseph Yam	FOR	FOR	97%	
6.2	Elect Mr. James E. Staley (Jes)	FOR	FOR	97%	
6.3	Elections to the remuneration committee	-		-	
6.3.1	Elect Ms. Ann F. Godbehere to the remuneration committee	FOR	FOR	95%	
6.3.2	Elect Mr. Michel Demaré to the remuneration committee	FOR	FOR	97%	
6.3.3	Elect Prof. Dr. iur. Reto Francioni to the remuneration committee	FOR	FOR	97%	
6.3.4	Elect Mr. Jes Staley to the remuneration committee	FOR	FOR	97%	
7	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	92%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>
8.1	Election of the independent proxy	FOR	FOR	98%	

8.2	Election of the auditors	FOR	OPPOSE	93%	The company accounts or the auditor's work have been subject to severe criticism.
-----	--------------------------	-----	--------	-----	---

8.3	Ratify special auditors	FOR	FOR	97%	
-----	-------------------------	-----	-----	-----	--

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Discharge board members and executive management	FOR	OPPOSE	NA	Existence of regulatory examination proceedings of entities and individuals of the group that could have in case of negative outcome a significant impact on the group structure and financial position.
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Amend Articles of association	FOR	OPPOSE	NA	The minimum number of board members proposed is not adequate for the size of the company.
5.	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The structure of the remuneration is not in line with Ethos' guidelines.
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified.
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	NA	
7.	Elections to the board of directors	-		-	
7.1	Elect Mr. Gustav Stenbolt as chairman	FOR	FOR	NA	

7.2	Re-elect Mr. Urs Maurer-Lambrou	FOR	FOR	NA
7.3	Re-elect Mr. Christoph N. Meister	FOR	FOR	NA
7.4	Re-elect Mr. Jean-François Ducrest	FOR	FOR	NA
8.	Elections to the remuneration committee	-		-
8.1	Elect Mr. Jean-François Ducrest to the Remuneration Committee	FOR	FOR	NA
8.2	Elect Mr. Urs Maurer-Lambrou to the Remuneration Committee	FOR	FOR	NA
9.	Election of the auditors	FOR	FOR	NA
10.	Election of the independent proxy	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2	Advisory vote on the remuneration report	FOR	FOR	96%	
3	Discharge board members and executive management	FOR	FOR	98%	
4	Approve allocation of income and dividend	FOR	FOR	99%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	90%	The global amount of remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	94%	
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	93%	
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Jürg Bucher as board chairman	FOR	FOR	98%	
6.2	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	98%	
6.3	Re-elect Ms. Barbara Artmann	FOR	FOR	98%	
6.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	97%	
6.5	Re-elect Dr. iur. Christoph B. Bühler	FOR	FOR	98%	
6.6	Re-elect Mr. Andreas Huber	FOR	FOR	97%	
6.7	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	98%	
6.8	Re-elect Mr. Franz Zeder	FOR	FOR	97%	
7	Elections to the nomination and remuneration committee	-		-	

7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	97%
7.2	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR	96%
7.3	Re-elect Dr. iur. Ivo Furrer to the nomination and remuneration committee	FOR	FOR	98%
8	Election of the auditors	FOR	FOR	99%
9	Election of the independent proxy	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	80%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
3.1	Approve allocation of income	FOR	FOR	100%	
3.2	Approve Dividend out of Capital Contribution Reserves	FOR	FOR	100%	
4	Discharge board members and executive management	FOR	FOR	99%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	79%	The structure and conditions of the plans do not respect Ethos' guidelines.
6	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Rolando Benedick	FOR	FOR	98%	
6.1.2	Re-elect Mr. Markus Fiechter	FOR	FOR	100%	
6.1.3	Re-elect Mr. Franz Julen	FOR	FOR	99%	
6.1.4	Re-elect Dr. iur. Bernhard Heusler	FOR	FOR	99%	
6.1.5	Re-elect Mr. Ernst Peter Ditsch	FOR	FOR	100%	
6.1.6	Re-elect Ms. Cornelia Ritz Bossicard	FOR	FOR	100%	
6.2	Election of the chairman of the board	FOR	FOR	99%	

6.3	Elections to the remuneration committee	-	-	-
6.3.1	Elect Mr. Franz Julen to the Remuneration Committee	FOR	FOR	99%
6.3.2	Elect Mr. Markus Fiechter to the Remuneration Committee	FOR	FOR	99%
6.3.3	Elect Mr. Ernst Peter Ditsch to the Remuneration Committee	FOR	FOR	99%
6.4	Election of the independent proxy	FOR	FOR	100%
6.5	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1	Present annual report and accounts	NON-VOTING	NON-VOTING	-	
2	Auditors' reports	NON-VOTING	NON-VOTING	-	
3	Approve annual report and statutory financial statements	FOR	FOR	-	
4	Approve consolidated financial statements	FOR	FOR	-	
5	Approve allocation of income and dividend	FOR	FOR	-	
6	Discharge board members	FOR	FOR	-	
7	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	-	
8	Elections to the board of directors	-		-	
8.1	Re-elect Dr. oec. Paul-André Sanglard as board chairman	FOR	OPPOSE	-	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.
8.2	Re-elect Ms. Chantal Balet Emery	FOR	FOR	-	
8.3	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	-	
8.4	Re-elect Mr. Etienne Jornod	FOR	FOR	-	
8.5	Re-elect Mr. Peter Kofmel	FOR	FOR	-	
8.6	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	-	
8.7	Re-elect Mr. Jean-Pierre Steiner	FOR	FOR	-	
9	Elections to the remuneration committee	-		-	
9.1	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	FOR	-	

9.2	Re-elect Mr. Etienne Jornod to the remuneration committee	FOR	FOR	-
9.3	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR	-
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	-
11	Election of the independent proxy	FOR	FOR	-
12	Election of the auditors	FOR	FOR	-

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	97%	<p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%	
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR	100%	
6.1.2	Re-elect Mr. Claude R. Cornaz	FOR	FOR	100%	
6.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR	99%	
6.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	FOR	99%	
6.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR	100%	
6.1.6	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	100%	
6.1.7	Re-elect Mr. Hans R. Rüegg as chairman	FOR	FOR	98%	

6.2	Elections to the remuneration committee	-		-	
6.2.1	Elect Mr. Claude R. Cornaz to the Remuneration Committee	FOR	OPPOSE	97%	He is not independent (representative of an important shareholder, board tenure of 17 years) and the majority of the committee members are not independent. He holds an executive function in company.
6.2.2	Elect Dr. oec. publ. Rudolf W. Fischer to the Remuneration Committee	FOR	FOR	99%	
6.2.3	Elect Mr. Richard Fritschi to the Remuneration Committee	FOR	FOR	100%	
6.3	Election of the independent proxy	FOR	FOR	100%	
6.4	Election of the auditors	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA
2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	NA
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	NA
3.	Discharge board members	FOR	FOR	NA
4.	Approve allocation of income and dividend	FOR	FOR	NA
5.	Elections to the board of directors	-		-
5.a	Re-elect Dr. Andreas Giesbrecht as member and chairman of the board	FOR	FOR	NA
5.b	Re-elect Mr. Nicolas Rouge	FOR	FOR	NA
5.c	Re-elect Mr. Jacques Stephan	FOR	FOR	NA
5.d	Re-elect Mr. Pascal Blanquet	FOR	FOR	NA
6.	Elections to the remuneration committee	-		-
6.a	Elect Mr. Nicolas Rouge to the remuneration committee	FOR	FOR	NA
6.b	Elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR	NA
7.	Election of the independent proxy	FOR	FOR	NA
8.	Election of the auditors	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2.	Discharge board members and executive management	FOR	OPPOSE	NA	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
3.	Elections to the board of directors	-		-	
3.1	Re-elect Dr. rer. pol. Peter Kalantzis as board member and as chairman of the board	FOR	FOR	NA	
3.2	Re-elect Mr. Gerd Amtstätter	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %).
3.3	Re-elect Mr. Guido Egli	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %).
3.4	Re-elect Mr. August François von Finck Junior	FOR	FOR	NA	
3.5	Re-elect Mr. Gerd Peskes	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (0.0 %).
4.	Elections to the remuneration committee	-		-	

4.1	Elect Mr. Gerd Amtstätter to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Amtstätter to the board of directors.
4.2	Elect Mr. Guido Egli to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Egli to the board of directors.
4.3	Elect Mr. August François von Finck Junior to the remuneration committee	FOR	FOR	NA	
5.	Election of the auditors	FOR	FOR	NA	
6.	Election of the independent proxy	FOR	FOR	NA	
7.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	NA	The fixed remuneration is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive or not justified.
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	NA	The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	100%
2	Discharge board members and executive management	FOR	FOR	100%
3	Approve allocation of income and dividend	FOR	FOR	100%
4	Reduce share capital via cancellation of shares	FOR	FOR	100%
5	Elections to the board of directors	-	-	-
5.1	Re-elect Mr. Herbert J. Scheidt as board member and chairman of the board	FOR	FOR	100%
5.2	Re-elect Mr. Bruno Basler as board member and member of the remuneration committee	FOR	FOR	100%
5.3	Re-elect Mr. Dominic Brenninkmeyer as board member and member of the remuneration committee	FOR	FOR	100%
5.4	Re-elect Mr. Nicolas Oltramare	FOR	FOR	100%
5.5	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	100%
5.6	Re-elect Ms. Clara Christina Streit as board member and member of the remuneration committee	FOR	FOR	100%
5.7	Elect Ms. Elisabeth Bourqui	FOR	FOR	100%
6	Election of the independent proxy	FOR	FOR	100%
7	Election of the auditors	FOR	FOR	100%
8	Amend articles of association: Remove variable remuneration for the board chairman	FOR	FOR	100%

9.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	OPPOSE	92%	The global amount of remuneration is significantly higher than that of the peer group.
9.2	Binding retrospective vote on the annual bonus of the chairman of the board of directors	FOR	OPPOSE	90%	The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
9.3	Binding prospective vote on the long-term variable remuneration of the chairman of the board	FOR	OPPOSE	90%	The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
9.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	100%	
9.5	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	95%	
9.6	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	98%	The requested amount does not allow to respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
	Background to the EGM	-		-
1.	Abrogation of Art. 4 para 2 from the articles of association	FOR	FOR	100%
2.	Increase of the share capital	FOR	FOR	100%
3.	Further changes to the articles of association	FOR	FOR	99%
4.	Exclusion of subscription rights	FOR	FOR	100%
5.	Approval of the merger agreement	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report	FOR	FOR	100%
2.	Approve allocation of income and dividend	FOR	FOR	100%
3.	Discharge board members and auditor	FOR	FOR	100%
	Elections to the board of directors	-		-
4.1	Re-elect Mr. Fredy Vogt	FOR	FOR	99%
4.2	Elect Dr. iur. Florian Marxer	FOR	FOR	100%
4.3	Election of the auditors	FOR	FOR	100%
5.	Approve share buyback programme	FOR	OPPOSE	100% The length of the authorisation exceeds 24 months.

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Fred Kindle	FOR	FOR	100%	
4.1.2	Re-elect Mr. Roland Iff	FOR	FOR	100%	
4.1.3	Re-elect Dr. iur. Albrecht Langhart	FOR	FOR	100%	
4.1.4	Re-elect Mr. Roland Ledergerber	FOR	FOR	100%	
4.1.5	Re-elect Mr. Olivier de Perregaux	FOR	FOR	100%	
4.2	Election of the chairman of the board	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	100%	
4.3.2	Elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	100%	
5.	Election of the independent proxy	FOR	FOR	100%	
6.	Election of the auditors	FOR	FOR	100%	
7.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	93%	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.

8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	100%
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts and accept the auditor's report	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	OPPOSE	99%	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
3.	Approve allocation of income and dividend	FOR	FOR	100%	
	Elections to the board of directors	-		-	
4.1	Re-elect Dr. Christoph M. Müller as member and chairman of the board	FOR	FOR	100%	
4.2	Re-elect Dr. Ulrich Vischer	FOR	FOR	100%	
4.3	Re-elect Dr. Marcel Rohner	FOR	FOR	98%	
	Elections to the remuneration committee	-		-	
4.4	Elect Dr. Christoph M. Müller to the Remuneration Committee	FOR	FOR	100%	
4.5	Elect Dr. Ulrich Vischer to the Remuneration Committee	FOR	FOR	100%	
4.6	Elect Dr. Marcel Rohner to the Remuneration Committee	FOR	FOR	98%	
5.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%	

6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	99%
7.	Election of the independent proxy	FOR	FOR	100%
8.	Election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	FOR	100%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	88%	The proposed increase relative to the previous year is excessive or not justified.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	99%	The information provided is insufficient.
4.3	Advisory vote on the remuneration report	FOR	OPPOSE	97%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as chairman	FOR	FOR	96%	
5.1.2	Re-elect Mr. Thomas Benz	FOR	OPPOSE	95%	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 22 years) and the board independence is insufficient (40.0 %).
5.1.3	Re-elect Dr. iur. Urs Buchmann	FOR	FOR	96%	
5.1.4	Re-elect Mr. Riet Cadonau	FOR	FOR	100%	

5.1.5	Re-elect Mr. Enrico Tissi	FOR	OPPOSE	96%	He is not independent (business connections) and the board independence is insufficient (40.0 %).
5.2	Elections to the remuneration committee	-		-	
5.2.1	Elect Mr. Thomas Benz to the Remuneration Committee	FOR	OPPOSE	94%	Ethos did not support the election of Mr. Benz to the board of directors.
5.2.2	Elect Dr. iur. Urs Buchmann to the Remuneration Committee	FOR	FOR	96%	
5.2.3	Elect Mr. Enrico Tissi to the Remuneration Committee	FOR	OPPOSE	94%	Ethos did not support the election of Mr. Tissi to the board of directors.
5.3	Election of the independent proxy	FOR	FOR	100%	
5.4	Election of the auditors	FOR	FOR	100%	
6.	Amend Articles of association: conversion of bearer into registered shares	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of balance sheet result	FOR	FOR	NA	
3	Discharge board members and executive management	FOR	FOR	NA	
4	Financial restructuring: Capital reduction with simultaneous capital increase	-		-	
4.1	Capital reduction	FOR	OPPOSE	NA	The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders.
4.2	Ordinary capital increase	FOR	OPPOSE	NA	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.
4.3	Completion of the ordinary capital increase and capital reduction	FOR	OPPOSE	NA	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.

4.4	Amend articles of association in connection with the ordinary capital increase and capital reduction	FOR	OPPOSE	NA	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.
5	Create a pool of conditional capital for the employees	FOR	OPPOSE	NA	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Dr. Iosif Bakaleynik (CEO)	FOR	OPPOSE	NA	The board independence is not sufficient (40.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
6.1.2	Re-elect Mr. Vladislav Osipov	FOR	FOR	NA	
6.1.3	Re-elect Mr. Iakov Tesis	FOR	FOR	NA	
6.1.4	Re-elect Dr. rer. pol. Markus Wesnitzer	FOR	FOR	NA	
6.1.5	Re-elect Dr. iur. Wolfgang Zürcher	FOR	FOR	NA	
6.2	Re-elect Dr. Iosif Bakaleynik (CEO) as board chairman	FOR	OPPOSE	NA	Ethos cannot support the election of Dr. Bakaleynik to the board of directors. He is also CEO and the combination of functions is permanent.
6.3	Elections to the remuneration committee	-		-	

6.3.1	Re-elect Dr. Iosif Bakaleynik to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Dr. Bakaleynik to the board of directors. He holds an executive function in the company.
6.3.2	Elect Dr. rer. pol. Markus Wesnitzer to the remuneration committee	FOR	FOR	NA	
6.3.3	Re-elect Dr. iur. Wolfgang Zürcher to the remuneration committee	FOR	FOR	NA	
6.4	Election of the independent proxy	FOR	FOR	NA	
6.5	Election of the auditors	FOR	FOR	NA	
7	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association. The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group.
8.2	Binding prospective vote on the total remuneration of the executive management (2015/16)	FOR	OPPOSE	NA	The total amount allows for the payment of significantly higher remunerations than those of a peer group.
8.3	Binding prospective vote on the total remuneration of the executive management (2016/17)	FOR	OPPOSE	NA	The total amount allows for the payment of significantly higher remunerations than those of a peer group.

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	99%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	99%	The information provided is insufficient.
4.	Discharge board members and executive management	FOR	FOR	100%	
5.	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Hannes Wüest	FOR	FOR	100%	
5.1.2	Re-elect Mr. Heinz M. Buhofer	FOR	FOR	100%	
5.1.3	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR	100%	
5.1.4	Re-elect Mr. Armin Meier	FOR	FOR	100%	
5.1.5	Re-elect Mr. Heinz Stübi	FOR	FOR	100%	
5.1.6	Re-elect Mr. Martin Wipfli	FOR	FOR	100%	
5.1.7	Re-elect Dr. Beat Schwab	FOR	FOR	100%	
5.2	Re-election of the chairman of the board	FOR	FOR	100%	
5.3	Elections to the remuneration committee	-		-	

5.3.1	Re-elect Mr. Heinz M. Buhofer to the remuneration committee	FOR	FOR	100%
5.3.2	Re-elect Mr. Martin Wipfli to the remuneration committee	FOR	FOR	100%
5.4	Re-election of the independent proxy	FOR	FOR	100%
5.5	Re-election of the auditors	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	98%
2.	Discharge board members	FOR	FOR	97%
3.	Approve allocation of income and dividend	FOR	FOR	98%
4.	Elections to the board of directors	-	-	-
4.1	Re-elect Mr. Bruno Bonati	FOR	FOR	94%
4.2	Re-elect Ms. Carla Tschümperlin	FOR	FOR	92%
4.3	Elect Dr. Jacques Bossart	FOR	FOR	80%
5.	Elections to the remuneration committee	-	-	-
5.1	Elect Mr. Bruno Bonati to the Remuneration Committee	FOR	FOR	94%
5.2	Elect Ms. Carla Tschümperlin to the Remuneration Committee	FOR	FOR	94%
6.	Election of the independent proxy	FOR	FOR	95%
7.1	Election of PricewaterhouseCoopers as member of the auditors	FOR	FOR	76%
7.2	Election of Mr. Adrian Kalt as member of the auditors	FOR	FOR	92%
8.	Prospective advisory vote on the fixed remuneration of the executive management	FOR	FOR	86%

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	87%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
2.1	Approve allocation of income	FOR	FOR	100%	
2.2	Approve Allocation of Capital Contributions Reserves	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	99%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Tom de Swaan as member and chairman	FOR	FOR	99%	
4.1.2	Re-elect Dr. oec. Susan Schmidt Bies	FOR	FOR	100%	
4.1.3	Re-elect Dame Alison Carnwath	FOR	FOR	99%	
4.1.4	Re-elect Mr. Rafael del Pino y Calvo-Sotelo	FOR	FOR	100%	
4.1.5	Re-elect Mr. Thomas Konrad Escher	FOR	FOR	99%	
4.1.6	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR	100%	
4.1.7	Re-elect Mr. Fred Kindle	FOR	FOR	100%	
4.1.8	Re-elect Dr. Monica E. Mächler	FOR	FOR	100%	
4.1.9	Re-elect Mr. Donald Thor Nicolaisen	FOR	FOR	100%	
4.1.10	Elect Ms. Joan Amble	FOR	FOR	99%	
4.1.11	Elect Mr. Kishore Mahbubani	FOR	FOR	100%	

4.2	Elections to the remuneration committee	-	-	-	
4.2.1	Elect Dame Alison Carnwath to the remuneration committee	FOR	OPPOSE	93%	<p>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.</p> <p>She was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>
4.2.2	Elect Mr. Tom de Swaan to the remuneration committee	FOR	OPPOSE	92%	<p>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.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>
4.2.3	Elect Mr. Rafael del Pino y Calvo-Sotelo to the remuneration committee	FOR	OPPOSE	93%	<p>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.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>

4.2.4	Elect Mr. Thomas Konrad Escher to the remuneration committee	FOR	OPPOSE	92%	<p>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.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>
4.2.5	Elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR	99%	
4.3	Election of the independent proxy	FOR	FOR	100%	
4.4	Election of the auditors	FOR	FOR	98%	
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	96%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	90%	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
6.	Amend Articles of association	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1	Election of the independent proxy	FOR	FOR	-	
2	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	-	<p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive variable remuneration.</p> <p>The proposed maximum number of mandates is excessive.</p>
3	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
4	Present auditors' reports	NON-VOTING	NON-VOTING	-	
5.a	Approve annual report	FOR	FOR	-	
5.b	Approve financial statements and accounts	FOR	FOR	-	
5.c	Approve allocation of income	FOR	FOR	-	
5.d	Discharge board members	FOR	FOR	-	
6.a	Elections to the board of directors	-	-	-	
6.a1	Re-elect Dr. Jean-Claude Badoux as board chairman	FOR	FOR	-	
6.a2	Re-elect Mr. Carmelo Bottecchia	FOR	FOR	-	
6.a3	Re-elect Mr. Roberto Raggiotto	FOR	FOR	-	
6.a4	Re-elect Mr. Pierpaolo Rossetto	FOR	FOR	-	
6.b	Elections to the remuneration committee	-	-	-	
6.b1	Re-elect Dr. Jean-Claude Badoux to the remuneration committee	FOR	FOR	-	

6.b2	Re-elect Mr. Carmelo Bottecchia to the remuneration committee	FOR	FOR	-
6.c	Election of the auditors	FOR	FOR	-
6.d	Election of the independent proxy	FOR	FOR	-
7.a1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-
7.a2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	-