

2 | 2016

## Cassa pensioni di Lugano Rapport d'exercice des droits de vote

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#### Disclaimer

Les analyses d'assemblées générales reposent sur les lignes directrices de vote d'Ethos, fondées sur les principaux codes de bonne pratique en matière de gouvernement d'entreprise d'une part et sur la Charte d'Ethos basée sur la notion de développement durable d'autre part. Les données ont été recueillies auprès de sources accessibles aux investisseurs et au public en général, par exemple les rapports de sociétés et les sites internet, ainsi que d'informations communiquées lors de contacts directs avec les sociétés. Malgré des vérifications multiples, l'information ne peut être certifiée exacte. Ethos ne prend aucune responsabilité sur l'exactitude des informations publiées.

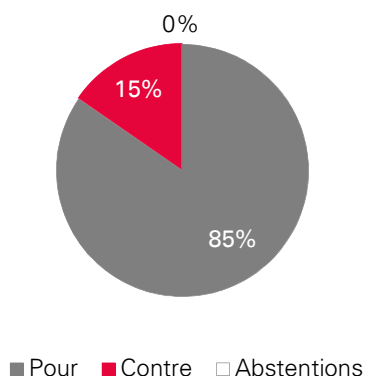
# 1. Résumé des analyses effectuées

## 1.1 Exercice des droits de vote

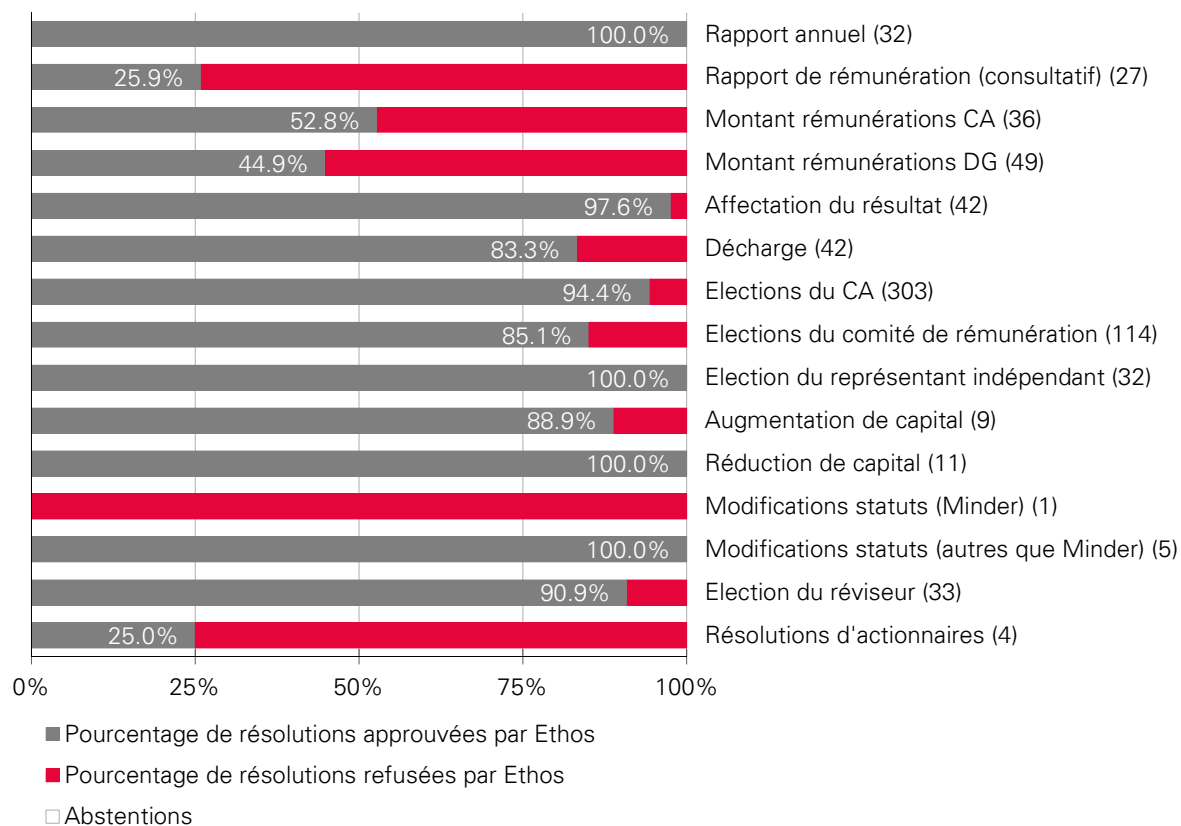
Société	Date	Type	Actions votées...	
			Sur la plateforme de vote	Lors de l'assemblée générale
ABB	21.04.2016	AGM	✓	-
Actelion	04.05.2016	AGM	✓	-
Adecco	21.04.2016	AGM	✓	-
Bâloise	29.04.2016	AGM	✓	-
Clariant	21.04.2016	AGM	✓	-
Credit Suisse Group	29.04.2016	AGM	✓	-
Dufry	28.04.2016	AGM	✓	-
Galenica	28.04.2016	AGM	✓	-
GAM Holding	27.04.2016	AGM	✓	-
Geberit	06.04.2016	AGM	✓	-
Helvetia	22.04.2016	AGM	✓	-
Julius Bär	13.04.2016	AGM	✓	-
Kühne + Nagel	03.05.2016	AGM	✓	-
LafargeHolcim	12.05.2016	AGM	✓	-
Lonza	22.04.2016	AGM	✓	-
Nestlé	07.04.2016	AGM	✓	-
OC Oerlikon Corporation	05.04.2016	AGM	✓	-
Panalpina	10.05.2016	AGM	✓	-
Partners Group	11.05.2016	AGM	✓	-
Sika	12.04.2016	AGM	✓	-
Sonova	14.06.2016	AGM	✓	-
Straumann	08.04.2016	AGM	✓	-
Sulzer	07.04.2016	AGM	✓	-
Swatch Group	11.05.2016	AGM	✓	-
Swiss Life	26.04.2016	AGM	✓	-
Swiss Prime Site	12.04.2016	AGM	✓	-
Swiss Re	22.04.2016	AGM	✓	-
Swisscom	06.04.2016	AGM	✓	-
Syngenta	26.04.2016	AGM	✓	-
Temenos	10.05.2016	AGM	✓	-
UBS	10.05.2016	AGM	✓	-
Valiant	18.05.2016	AGM	✓	-

## 1.2 Résumé des recommandations de vote d’Ethos

	Nombre d'assemblées	Nombre de résolutions			
		Total	Oui	Non	Abst.
Assemblées générales ordinaires	32	740	626	114	0
Assemblées générales extraordinaires	0	0	0	0	0
<b>Total</b>	<b>32</b>	<b>740</b>	<b>626</b>	<b>114</b>	<b>0</b>



## 1.3 Recommandations de vote d’Ethos par catégorie de résolutions



Entre parenthèses : nombre de résolutions

## 2. Résumé des recommandations de vote

- ✓ Pour
- ✗ Contre
- A Abstentions
- Pas de vote

Société	Date	Type	Rapport annuel	Rapport de rémunération (consultatif)	Systèmes ou plans de rémunération	Montant rémunérations CA	Montant rémunérations DG	Affectation du résultat	Décharge	Elections du CA	Elections du comité de rémunération	Election du représentant indépendant	Augmentation de capital	Réduction de capital	Modifications statuts (autres que Minder)	Modifications statuts (Minder)	Election du réviseur	Fusions, acquisitions et relocalisations	Résolutions d'actionnaires	Autres thèmes
ABB	21.04.2016	AGM	✓	✗	-	✓	✗	✓	✓	✗	✗	✓	-	✓	✓	-	✓	-	-	-
Actelion	04.05.2016	AGM	✓	✗	-	✓	✗	✓	✓	✗	✗	✓	-	✓	-	-	✓	-	-	-
Adecco	21.04.2016	AGM	✓	✗	-	✗	✗	✓	✓	✓	✓	✓	-	✓	✓	-	✓	-	-	-
Bâloise	29.04.2016	AGM	✓	-	-	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Clariant	21.04.2016	AGM	✓	✗	-	✓	✗	✓	✓	✓	✓	✓	-	-	-	-	✗	-	-	-
Credit Suisse Group	29.04.2016	AGM	✓	✗	-	✗	✗	✗	✗	✓	✓	✓	✓	-	-	-	✓	-	-	-
Dufry	28.04.2016	AGM	✓	✗	-	✗	✗	✓	✓	✓	✗	✓	-	-	-	-	✓	-	-	-
Galenica	28.04.2016	AGM	✓	✗	-	✗	✓	✓	✓	✓	✓	✓	✓	-	-	-	✓	-	-	-
GAM Holding	27.04.2016	AGM	✓	✗	-	✓	✗	✓	✓	✓	✓	✓	✓	✓	-	-	✓	-	-	-
Geberit	06.04.2016	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	✓	-	-	✓	-	-	-
Helvetia	22.04.2016	AGM	✓	-	-	✗	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Julius Bär	13.04.2016	AGM	✓	✗	-	✓	✗	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Kühne + Nagel	03.05.2016	AGM	✓	✗	-	✗	✗	✓	✓	✗	✗	✓	✗	-	-	-	✓	-	-	-
LafargeHolcim	12.05.2016	AGM	✓	✗	-	✓	✗	✓	✗	✗	✓	✓	-	-	-	-	✓	-	-	-
Lonza	22.04.2016	AGM	✓	✓	-	✓	✗	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Nestlé	07.04.2016	AGM	✓	✗	-	✗	✗	✓	✓	✓	✓	✓	-	✓	-	-	✓	-	-	-
OC Oerlikon Corporation	05.04.2016	AGM	✓	-	-	✓	✗	✓	✗	✗	✗	✓	-	-	-	-	✓	-	-	-
Panalpina	10.05.2016	AGM	✓	✗	-	✗	✗	✓	✓	✓	✗	✓	-	-	-	-	✓	-	-	-
Partners Group	11.05.2016	AGM	✓	✗	-	✗	✗	✓	✓	✗	✗	✓	-	-	✓	-	✓	-	-	-
Sika	12.04.2016	AGM	✓	✓	-	✓	✓	✓	✗	✗	✗	✓	-	-	-	-	✓	-	✗	-
Sonova	14.06.2016	AGM	✓	✓	-	✗	✓	✓	✓	✓	✓	✓	-	✓	-	-	✓	-	-	-
Straumann	08.04.2016	AGM	✓	✗	-	✗	✗	✓	✓	✓	✓	✓	✓	-	-	-	✗	-	-	-
Sulzer	07.04.2016	AGM	✓	✗	-	✗	✗	✓	✓	✗	✓	✓	-	-	-	-	✓	-	-	-
Swatch Group	11.05.2016	AGM	✓	-	-	✗	✗	✓	✓	✗	✗	✓	-	-	-	-	✓	-	-	-
Swiss Life	26.04.2016	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Swiss Prime Site	12.04.2016	AGM	✓	✗	-	✓	✗	✓	✓	✓	✓	✓	✓	-	-	-	✓	-	-	-
Swiss Re	22.04.2016	AGM	✓	✗	-	✗	✗	✓	✓	✗	✓	✓	-	✓	✓	-	✓	-	-	-
Swisscom	06.04.2016	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Syngenta	26.04.2016	AGM	✓	✗	-	✗	✗	✓	✗	✗	✓	✓	-	✓	-	-	✓	-	-	-
Temenos	10.05.2016	AGM	✓	-	-	✗	✗	✓	✓	✓	✗	✓	-	-	-	-	✗	-	-	-
UBS	10.05.2016	AGM	✓	✗	-	✗	✗	✓	✓	✗	✗	✓	-	-	-	-	✗	-	-	-
Valiant	18.05.2016	AGM	✓	✓	-	✗	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-

## 3. Résultats des votes

### 3.1 Résultats moyens par thème

Type de résolution (nombre de résolutions avec résultats)	Taux d'approbation moyen
Rapport annuel (30 résultats disponibles sur 32 résolutions votées)	98.8%
Rapport de rémunération (consultatif) (26 résultats disponibles sur 27 résolutions votées)	84.1%
Systèmes ou plans de rémunération (0 résultats disponibles sur 0 résolutions votées)	NR
Montant rémunérations CA (32 résultats disponibles sur 36 résolutions votées)	88.3%
Montant rémunérations DG (46 résultats disponibles sur 49 résolutions votées)	91.8%
Affectation du résultat (40 résultats disponibles sur 42 résolutions votées)	99.5%
Décharge (39 résultats disponibles sur 42 résolutions votées)	83.6%
Elections du CA (289 résultats disponibles sur 303 résolutions votées)	96.4%
Elections du comité de rémunération (104 résultats disponibles sur 114 résolutions votées)	96.0%
Election du représentant indépendant (30 résultats disponibles sur 32 résolutions votées)	97.0%
Augmentation de capital (9 résultats disponibles sur 9 résolutions votées)	91.7%
Réduction de capital (11 résultats disponibles sur 11 résolutions votées)	99.3%
Modifications statuts (Minder) (1 résultat disponible sur 1 résolution votée)	96.1%
Modifications statuts (autres que Minder) (5 résultats disponibles sur 5 résolutions votées)	90.4%
Election du réviseur (31 résultats disponibles sur 33 résolutions votées)	97.7%
Fusions, acquisitions et relocalisations (0 résultats disponibles sur 0 résolutions votées)	NR
Autres thèmes (0 résultats disponibles sur 0 résolutions votées)	NR
<b>Total sans résolutions d'actionnaires</b>	<b>94.8%</b>
Résolutions d'actionnaires (4 résultats disponibles sur 4 résolutions votées)	51.9%
<b>Total avec résolutions d'actionnaires</b>	<b>94.6%</b>

### 3.2 Résolutions du Conseil les plus contestées (sans les résolutions d'actionnaires)

Société	Date	No.	Résolution	Ethos	% Pour	Résultat
Sika	12.04.2016	3.5	Discharge Ms. Monika Ribar	FOR	18.7%	Rejected
Sika	12.04.2016	3.9	Discharge Mr. Christoph Tobler	FOR	20.4%	Rejected
Sika	12.04.2016	3.6	Discharge Mr. Daniel J. Sauter	FOR	20.5%	Rejected
Sika	12.04.2016	3.2	Discharge Mr. Frits van Dijk	FOR	20.6%	Rejected
Sika	12.04.2016	3.7	Discharge Prof. Dr. sc. techn. Ulrich W. Suter	FOR	20.7%	Rejected
Sika	12.04.2016	3.3	Discharge Dr. sc. techn. Paul J. Hälg	FOR	20.8%	Rejected
Sika	12.04.2016	5.2	Advisory vote on the remuneration report	FOR	33.1%	Rejected
Sika	12.04.2016	5.3	Binding vote on the total remuneration of the board of directors for the period from the 2016 AGM to the 2017 AGM	FOR	33.5%	Rejected
Sika	12.04.2016	5.1	Binding vote on the total remuneration of the board of directors for the period from the 2015 AGM to the 2016 AGM	FOR	33.6%	Rejected
Sika	12.04.2016	4.6	Re-elect Dr. Max Brändli as the independent proxy	FOR	33.9%	Rejected

Société	Date	No.	Résolution	Ethos	% Pour	Résultat
Swiss Prime Site	12.04.2016	2.	Advisory vote on the remuneration report	OPPOSE	48.7%	Rejected
Temenos	10.05.2016	5.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	58.3%	Accepted
Temenos	10.05.2016	5.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	59.1%	Accepted
ABB	21.04.2016	10.2	Elect Mr. Frederico F. Curado to the remuneration committee	OPPOSE	61.5%	Accepted
ABB	21.04.2016	9.3	Elect Mr. Frederico F. Curado	OPPOSE	62.5%	Accepted
Bâloise	29.04.2016	5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	65.0%	Accepted
Swiss Prime Site	12.04.2016	9.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	67.2%	Accepted
Partners Group	11.05.2016	3	Advisory vote on the remuneration report	OPPOSE	67.6%	Accepted
Swiss Prime Site	12.04.2016	9.1.5	Re-elect Mr. Klaus Rudolf Wecken	FOR	68.1%	Accepted
Swiss Prime Site	12.04.2016	9.2	Election of the chairman of the board	FOR	68.5%	Accepted
Partners Group	11.05.2016	7.2.2	Re-elect Mr. Steffen Meister to the nomination and remuneration committee	OPPOSE	68.6%	Accepted
Partners Group	11.05.2016	5	Amend articles of association: Composition of board committees	FOR	68.7%	Accepted
Temenos	10.05.2016	6.3	Re-elect Mr. George Koukis	FOR	69.6%	Accepted
Partners Group	11.05.2016	6.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	71.9%	Accepted
Partners Group	11.05.2016	6.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	74.5%	Accepted
ABB	21.04.2016	2	Advisory vote on the remuneration report	OPPOSE	76.0%	Accepted
GAM Holding	27.04.2016	5	Creation of authorised capital	FOR	77.6%	Accepted
Sika	12.04.2016	3.1	Discharge Mr. Urs F. Burkard	OPPOSE	78.0%	Accepted
Sika	12.04.2016	3.8	Discharge Mr. Jürgen Tinggren	OPPOSE	78.1%	Accepted
Sika	12.04.2016	3.4	Discharge Dr. oec. Willi K. Leimer	OPPOSE	78.1%	Accepted
Sika	12.04.2016	4.4.2	Re-elect Mr. Urs F. Burkard to the nomination and remuneration committee	OPPOSE	78.1%	Accepted
GAM Holding	27.04.2016	1.2	Advisory vote on the remuneration report	OPPOSE	78.2%	Accepted
OC Oerlikon Corporation	05.04.2016	10	Binding retrospective vote on the total variable remuneration of the executive management	OPPOSE	78.2%	Accepted
Credit Suisse Group	29.04.2016	1.2	Advisory vote on the remuneration report	OPPOSE	79.4%	Accepted
Sika	12.04.2016	4.4.3	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	79.9%	Accepted
OC Oerlikon Corporation	05.04.2016	5.1.1	Re-elect Prof. Dr. Michael Süss to the nomination and remuneration committee	OPPOSE	80.0%	Accepted

## 4. Analyses par société

ABB (AGM)

21.04.2016

No.	Ordre du jour	Board	Ethos	% Pour	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	76%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	99%	
4	Approve allocation of income	FOR	FOR	99%	
5	Reduce share capital via cancellation of shares	FOR	FOR	99%	
6	Reduce share capital via repayment of nominal value	FOR	FOR	99%	
7	Amendment to the articles of association related to the capital reduction	FOR	FOR	99%	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%	
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	81%	<p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
9	Elections to the board of directors	-		-	
9.1	Re-elect Dr. Matti Alahuhta	FOR	FOR	99%	
9.2	Re-elect Mr. David E. Constable	FOR	FOR	99%	



9.3	Elect Mr. Frederico F. Curado	FOR	OPPOSE	62%	He holds an excessive number of mandates.
9.4	Elect Ms. Robyn Denholm	FOR	FOR	99%	
9.5	Re-elect Mr. Louis R. Hughes	FOR	FOR	97%	
9.6	Elect Mr. David Meline	FOR	FOR	99%	
9.7	Elect Mr. Satish Pai	FOR	FOR	99%	
9.8	Re-elect Mr. Michel de Rosen	FOR	FOR	97%	
9.9	Re-elect Mr. Jacob Wallenberg	FOR	FOR	98%	
9.10	Re-elect Ms. Ying Yeh	FOR	FOR	99%	
9.11	Re-elect Mr. Peter R. Voser as chairman of the board	FOR	FOR	99%	
10	Elections to the remuneration committee	-		-	
10.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	98%	
10.2	Elect Mr. Frederico F. Curado to the remuneration committee	FOR	OPPOSE	62%	As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee.  He holds an excessive number of mandates.
10.3	Re-elect Mr. Michel de Rosen to the remuneration committee	FOR	FOR	97%	
10.4	Re-elect Ms. Ying Yeh to the remuneration committee	FOR	FOR	99%	
11	Election of the independent proxy	FOR	FOR	99%	
12	Election of the auditors	FOR	FOR	98%	

No.	Ordre du jour	Board	Ethos	% Pour	
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	99%	
4	Reduce share capital via cancellation of shares	FOR	FOR	100%	
5	Approve renewal of authorised capital	FOR	FOR	94%	
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Dr. pharm. Jean-Pierre Garnier	FOR	FOR	96%	
6.1.2	Re-elect Dr. med. Jean-Paul Clozel	FOR	FOR	97%	
6.1.3	Re-elect Mr. Juhani Anttila	FOR	FOR	100%	
6.1.4	Re-elect Mr. Robert Bertolini	FOR	FOR	100%	
6.1.5	Re-elect Mr. John J. Greisch	FOR	FOR	99%	
6.1.6	Re-elect Prof. Dr. rer. nat. Peter Gruss	FOR	FOR	100%	
6.1.7	Re-elect Dr. oec. Michael Jacobi	FOR	FOR	99%	
6.1.8	Re-elect Mr. Jean Malo	FOR	FOR	97%	
6.1.9	Re-elect Mr. David Stout	FOR	FOR	100%	
6.1.10	Re-elect Ms. Herna Verhagen	FOR	OPPOSE	96%	She holds an excessive number of mandates.
6.2	Re-elect Dr. pharm. Jean-Pierre Garnier as board chairman	FOR	FOR	97%	

6.3	Elections to the remuneration committee	-	-	-	
6.3.1	Re-elect Ms. Herna Verhagen to the remuneration committee	FOR	OPPOSE	96%	As Ethos did not support the election of Ms. Verhagen to the board of directors, she cannot be elected to the committee.  She holds an excessive number of mandates.
6.3.2	Re-elect Dr. pharm. Jean-Pierre Garnier to the remuneration committee	FOR	FOR	96%	
6.3.3	Re-elect Mr. John J. Greisch to the remuneration committee	FOR	FOR	99%	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	94%	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.
8	Election of the independent proxy	FOR	FOR	100%	
9	Election of the auditors	FOR	FOR	98%	

No.	Ordre du jour	Board	Ethos	% Pour	
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 is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
2	Approve allocation of balance sheet result and dividend	-		-	
2.1	Approve allocation of balance sheet result	FOR	FOR	99%	
2.2	Approve dividend from capital contributions reserves	FOR	FOR	100%	
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	OPPOSE	95%	The remuneration requested for the chairman is significantly higher than that of the peer group.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	93%	The information provided is insufficient.  The maximum amount that can be granted can potentially significantly exceed the amount requested at the general meeting.
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	98%	
5.1.2	Re-elect Dr. Dominique-Jean Chertier	FOR	FOR	98%	
5.1.3	Re-elect Mr. Jean-Christophe Deslarzes	FOR	FOR	98%	

5.1.4	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR	98%
5.1.5	Re-elect Dr. sci. tech. Didier Lamouche	FOR	FOR	98%
5.1.6	Re-elect Dr. iur. h.c. Thomas O'Neill	FOR	FOR	98%
5.1.7	Re-elect Mr. David Prince	FOR	FOR	98%
5.1.8	Re-elect Dr. psy. Wanda Rapaczynski	FOR	FOR	98%
5.1.9	Re-elect Ms. Kathleen P. Taylor	FOR	FOR	98%
5.2	Elections to the remuneration committee	-	-	-
5.2.1	Re-elect Dr. oec. publ. Rainer Alexander Gut to the remuneration committee	FOR	FOR	99%
5.2.2	Re-elect Dr. iur. h.c. Thomas O'Neill to the remuneration committee	FOR	FOR	99%
5.2.3	Re-elect Dr. psy. Wanda Rapaczynski to the remuneration committee	FOR	FOR	99%
5.2.4	Elect Mr. Jean-Christophe Deslarzes to the remuneration committee	FOR	FOR	99%
5.3	Election of the independent proxy	FOR	FOR	93%
5.4	Election of the auditors	FOR	FOR	99%
6	Reduce share capital via cancellation of shares	FOR	FOR	99%
7.1	Amend articles of association: Corporate seat	FOR	FOR	92%
7.2	Amend articles of association: Corporate name	FOR	FOR	92%

No.	Ordre du jour	Board	Ethos	% Pour
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 Dr. iur. Michael Becker	FOR	FOR	100%
4.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	100%
4.1.3	Re-elect Dr. med. Georges-Antoine de Boccard	FOR	FOR	99%
4.1.4	Re-elect Dr. iur. Andreas Burckhardt	FOR	FOR	94%
4.1.5	Re-elect Mr. Christoph B. Gloor	FOR	FOR	99%
4.1.6	Re-elect Ms. Karin Keller-Sutter	FOR	FOR	99%
4.1.7	Re-elect Mr. Werner Kummer	FOR	FOR	91%
4.1.8	Re-elect Mr. Thomas Pleines	FOR	FOR	100%
4.1.9	Elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	99%
4.1.10	Elect Mr. Hugo Lasat	FOR	FOR	99%
4.2	Re-elect Dr. iur. Andreas Burckhardt as chairman of the board	FOR	FOR	95%
4.3	Elections to the remuneration committee	-	-	-
4.3.1	Re-elect Dr. med. Georges-Antoine de Boccard to the remuneration committee	FOR	FOR	99%
4.3.2	Re-elect Ms. Karin Keller-Sutter to the remuneration committee	FOR	FOR	99%

4.3.3	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	99%
4.3.4	Elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee	FOR	FOR	99%
4.4	Election 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	FOR	65%
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	96%
5.2.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	92%

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	88%	The structure of the remuneration is not in line with Ethos' guidelines.
2.	Discharge board members and executive management	FOR	FOR	99%	
3.1	Approve allocation of income	FOR	FOR	100%	
3.2	Approve distribution from the capital contribution reserves	FOR	FOR	100%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. chem. Günter von Au	FOR	FOR	92%	
4.1.2	Re-elect Prof. Dr. sc. Peter Chen	FOR	FOR	100%	
4.1.3	Re-elect Dr. chem. Hariolf Kottmann (CEO)	FOR	FOR	97%	
4.1.4	Re-elect Mr. Carlo G. Soave	FOR	FOR	100%	
4.1.5	Re-elect Ms. Susanne Wamsler	FOR	FOR	100%	
4.1.6	Re-elect Dr. phil. Rudolf Wehrli	FOR	FOR	100%	
4.1.7	Re-elect Mr. Konstantin Winterstein	FOR	FOR	91%	
4.1.8	Elect Dr. iur. Eveline Saupper	FOR	FOR	98%	
4.1.9	Elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR	100%	
4.1.10	Elect Mr. Peter Steiner	FOR	FOR	98%	
4.2	Election of the chairman of the board	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	



4.3.1	Elect Mr. Carlo G. Soave to the Remuneration Committee	FOR	FOR	100%	
4.3.2	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	98%	
4.3.3	Elect Dr. phil. Rudolf Wehrli to the Remuneration Committee	FOR	FOR	99%	
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	OPPOSE	89%	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	90%	<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>

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	79%	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
1.3	Approve annual report, financial statements and accounts	FOR	FOR	95%	
2	Discharge board members and executive management	FOR	OPPOSE	86%	Ethos strongly disagrees with the management of the company's affairs.
3.1	Approve allocation of income	FOR	FOR	99%	
3.2	Approve dividend distribution out of capital contribution reserves	FOR	OPPOSE	97%	The allocation of income and the dividend distribution are not consistent with the company's financial situation and perspectives.
4	Binding votes on the remuneration of the board of directors and the executive management	-		-	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	83%	The remuneration requested for one or several members is significantly higher than that of the peer group.
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	81%	Past awards do not allow confirmation of the link between pay and performance.

4.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	85%	The fixed remuneration paid out to one or several members is significantly higher than that of a peer group.
4.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	83%	The information provided is insufficient.  The structure and conditions of the plans do not respect Ethos' guidelines.
5.1	Increase of the authorised capital for stock dividend or scrip dividend	FOR	FOR	89%	
5.2	Approve increase and renewal of authorised capital for future acquisitions	FOR	FOR	87%	
6.1	Elections to the board of directors	-	-	-	
6.1.1	Re-elect Mr. Urs Rohner as chairman and member of the board (single vote)	FOR	FOR	92%	
6.1.2	Re-elect Mr. Jassim Bin Hamad Al Thani	FOR	FOR	94%	
6.1.3	Re-elect Dr. Iris Bohnet	FOR	FOR	94%	
6.1.4	Re-elect Ms. Noreen Doyle	FOR	FOR	93%	
6.1.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	94%	
6.1.6	Re-elect Mr. Jean Lanier	FOR	FOR	94%	
6.1.7	Re-elect Ms. Seraina Maag	FOR	FOR	95%	
6.1.8	Re-elect Mr. Kaikhushru Shiavax Nargolwala	FOR	FOR	94%	
6.1.9	Re-elect Dr. Severin Schwan	FOR	FOR	94%	
6.1.10	Re-elect Mr. Richard E. Thornburgh	FOR	FOR	93%	
6.1.11	Re-elect Mr. John Tiner	FOR	FOR	94%	
6.1.12	Elect Dr. Rainer Alexander Gut	FOR	FOR	94%	
6.1.13	Elect Mr. Joaquin J. Ribeiro	FOR	FOR	95%	

6.2	Elections to the remuneration committee	-	-	-
6.2.1	Re-elect Dr. Iris Bohnet to the Remuneration Committee	FOR	FOR	94%
6.2.2	Re-elect Mr. Andreas N. Koopmann to the Remuneration Committee	FOR	FOR	94%
6.2.3	Re-elect Mr. Jean Lanier to the Remuneration Committee	FOR	FOR	94%
6.2.4	Re-elect Mr. Kaikhushru Shiavax Nargolwala to the Remuneration Committee	FOR	FOR	94%
6.3	Election of the auditors	FOR	FOR	94%
6.4	Election of the special auditors	FOR	FOR	95%
6.5	Election of the independent proxy	FOR	FOR	95%

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	91%	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
2.	Approve allocation of income	FOR	FOR	98%	
3.	Discharge board members and executive management	FOR	FOR	97%	
4.	Elections to the board of directors	-		-	
4.1	Re-elect Mr. Juan Carlos Torres Carretero as chairman	FOR	FOR	85%	
4.2.1	Re-elect Mr. Luis Andrés Holzer Neumann	FOR	FOR	97%	
4.2.2	Re-elect Mr. Jorge Born	FOR	FOR	99%	
4.2.3	Re-elect Dr. oec. Xavier Bouton	FOR	FOR	100%	
4.2.4	Re-elect Mr. Julián Díaz González (CEO)	FOR	FOR	97%	
4.2.5	Re-elect Mr. George Koutsolioutsos	FOR	FOR	96%	
4.2.6	Re-elect Mr. Joaquin Moya-Angeler Cabrera	FOR	FOR	100%	
4.3.1	Elect Ms. Heekyung (Jo) Min	FOR	FOR	100%	
4.3.2	Elect Ms. Claire Chiang	FOR	FOR	100%	
5.	Elections to the remuneration committee	-		-	

5.1	Elect Mr. Jorge Born to the Remuneration Committee	FOR	OPPOSE	97%	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.
5.2	Elect Dr. oec. Xavier Bouton to the Remuneration Committee	FOR	OPPOSE	98%	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.
5.3	Elect Ms. Heekyung (Jo) Min to the Remuneration Committee	FOR	FOR	100%	
6.	Election of the auditors	FOR	FOR	99%	
7.	Election of the independent proxy	FOR	FOR	100%	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	91%	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.  The chairman receives a bonus.
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	95%	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.

No.	Ordre du jour	Board	Ethos	% Pour	
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	99%	
4	Advisory vote on the remuneration report	FOR	OPPOSE	93%	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	94%	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	97%	
6	Approve renewal of authorised capital	FOR	FOR	98%	
7.1	Elections to the board of directors	-		-	
7.1.a	Re-elect Mr. Etienne Jornod as board member and chairman	FOR	FOR	97%	
7.1.b	Re-elect Mr. This Ernst Schneider	FOR	FOR	84%	
7.1.c	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR	98%	
7.1.d	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	98%	
7.1.e	Re-elect Dr. iur. Romeo Cerutti	FOR	FOR	98%	
7.1.f	Re-elect Mr. Marc de Garidel	FOR	FOR	98%	

7.1.g	Re-elect Dr. pharm. Sylvie Grégoire	FOR	FOR	98%
7.1.h	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	97%
7.1.i	Re-elect Mr. Stefano Pessina	FOR	FOR	98%
7.2	Elections to the remuneration committee	-		-
7.2.a	Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee	FOR	FOR	98%
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	98%
7.2.c	Re-elect Mr. This Ernst Schneider to the remuneration committee	FOR	FOR	83%
7.3	Election of the independent proxy	FOR	FOR	99%
7.4	Election of the auditors	FOR	FOR	97%



No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	78%	The information provided 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	99%	
4	Reduce share capital via cancellation of shares	FOR	FOR	100%	
5	Creation of authorised capital	FOR	FOR	78%	
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Johannes Antoine de Gier as board member and chairman	FOR	FOR	97%	
6.2	Re-elect Mr. Diego du Monceau de Bergendal	FOR	FOR	100%	
6.3	Re-elect Mr. Hugh Scott-Barrett	FOR	FOR	100%	
6.4	Elect Ms. Nancy Mistretta	FOR	FOR	100%	
6.5	Elect Mr. Ezra S. Field	FOR	FOR	100%	
6.6	Elect Mr. Benjamin Meuli	FOR	FOR	100%	
7	Elections to the remuneration committee	-		-	
7.1	Re-elect Mr. Diego du Monceau de Bergendal to the remuneration committee	FOR	FOR	99%	
7.2	Elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR	100%	
7.3	Elect Mr. Benjamin Meuli to the remuneration committee	FOR	FOR	100%	

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	95%	The fixed remuneration planned for and paid out to one or several members is significantly higher than that of a peer group.
8.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	93%	The information provided is insufficient.  The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.
9	Election of the auditors	FOR	FOR	99%	
10	Election of the independent proxy	FOR	FOR	100%	

No.	Ordre du jour	Board	Ethos	% Pour
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	Elections to the board of directors	-	-	-
4.1.1	Re-elect Mr. Albert M. Bæhny as board member and chairman	FOR	FOR	99%
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	99%
4.1.3	Re-elect Mr. Thomas M. Hübner	FOR	FOR	100%
4.1.4	Re-elect Mr. Hartmut Reuter	FOR	FOR	99%
4.1.5	Re-elect Mr. Jorgen Tang-Jensen	FOR	FOR	99%
4.1.6	Elect Ms. Regi Aalstad	FOR	FOR	99%
4.2	Elections to the nomination and remuneration committee	-	-	-
4.2.1	Re-elect Mr. Hartmut Reuter to the nomination and remuneration committee	FOR	FOR	99%
4.2.2	Re-elect Mr. Jorgen Tang-Jensen to the nomination and remuneration committee	FOR	FOR	99%
4.2.3	Elect Ms. Regi Aalstad to the nomination and remuneration committee	FOR	FOR	99%
5	Election of the independent proxy	FOR	FOR	100%
6	Election of the auditors	FOR	FOR	96%
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	99%

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7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	98%
8	Reduce share capital via cancellation of shares	FOR	FOR	100%

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No.	Ordre du jour	Board	Ethos	% Pour
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	Elections to the board of directors	-	-	-
4.1	Re-elect Dr. oec. Pierin Vincenz as chairman	FOR	FOR	81%
4.2.1	Re-elect Dr. oec. Hans-Jürg Bernet	FOR	FOR	100%
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	83%
4.2.3	Re-elect Dr. oec. Patrik Gisel	FOR	FOR	81%
4.2.4	Re-elect Dr. Hans Künzle	FOR	FOR	83%
4.2.5	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	100%
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	100%
4.2.7	Re-elect Ms. Doris Russi Schurter	FOR	FOR	83%
4.2.8	Re-elect Mr. Herbert J. Scheidt	FOR	FOR	84%
4.2.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	99%
4.3	Elections to the remuneration committee	-	-	-
4.3.1	Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee	FOR	FOR	99%
4.3.2	Re-elect ct Dr. Gabriela Payer to the remuneration committee	FOR	FOR	99%
4.3.3	Re-elect Ms. Doris Russi Schurter to the remuneration committee	FOR	FOR	81%

4.3.4	Elect Dr. iur. Andreas von Planta to the remuneration committee	FOR	FOR	99%	
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 short-term variable remuneration of the board of directors	FOR	OPPOSE	91%	The non-executive directors receive variable remuneration.
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%	
6	Election of the independent proxy	FOR	FOR	100%	
7	Election of the auditors	FOR	FOR	99%	

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	91%	The information provided 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	99%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%	
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	94%	The information provided is insufficient.
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%	
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Daniel J. Sauter	FOR	FOR	98%	
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR	99%	
5.1.3	Re-elect Mr. Andreas Amschwand	FOR	FOR	99%	
5.1.4	Re-elect Dr. Heinrich Baumann	FOR	FOR	99%	
5.1.5	Re-elect Mr. Paul Man-Yiu Chow	FOR	FOR	99%	
5.1.6	Re-elect Ms. Claire Giraut	FOR	FOR	100%	

5.1.7	Re-elect Mr. Gareth Penny	FOR	FOR	98%
5.1.8	Re-elect Mr. Charles Stonehill	FOR	FOR	99%
5.2	Elect Ms. Ann Almeida	FOR	FOR	99%
5.3	Election of the chairman of the board	FOR	FOR	98%
5.4	Elections to the remuneration committee	-	-	-
5.4.1	Elect Ms. Ann Almeida to the Remuneration Committee	FOR	FOR	99%
5.4.2	Elect Mr. Gilbert Achermann to the Remuneration Committee	FOR	FOR	99%
5.4.3	Elect Dr. Heinrich Baumann to the Remuneration Committee	FOR	FOR	99%
5.4.4	Elect Mr. Gareth Penny to the Remuneration Committee	FOR	FOR	98%
6.	Election of the auditors	FOR	FOR	99%
7.	Election of the independent proxy	FOR	FOR	100%



No.	Ordre du jour	Board	Ethos	% Pour	
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. 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	87%	
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	97%	
4.1.e	Re-elect Mr. Hans U. Lerch	FOR	FOR	99%	
4.1.f	Re-elect Dr. Thomas Staehelin	FOR	OPPOSE	87%	He has been a member of the board for 38 years, which exceeds Ethos' guidelines.
4.1.g	Re-elect Dr. Martin Wittig	FOR	FOR	100%	
4.1.h	Re-elect Dr. Jörg Wolle	FOR	FOR	99%	
4.2	Elect Ms. Hauke Stars	FOR	FOR	93%	
4.3	Election of the chairman of the board	FOR	FOR	91%	
4.4	Elections to the remuneration committee	-		-	
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	OPPOSE	82%	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	87%	

4.4.c	Re-elect Mr. Hans U. Lerch to the remuneration committee	FOR	FOR	99%	
4.5	Election of the independent proxy	FOR	FOR	100%	
4.6	Election of the auditors	FOR	FOR	99%	
5	Approve renewal of authorised capital	FOR	OPPOSE	89%	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.
6.1	Advisory vote on the remuneration report	FOR	OPPOSE	84%	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	93%	The remuneration paid out to one or several members is significantly higher than that of the peer group.  The remuneration of the executive chairman (who is not member of the executive management) is excessive.
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	88%	The information provided is insufficient.

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	90%	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	OPPOSE	92%	Ethos strongly disagrees with the board's decisions.  There is a strong deterioration of the company's financial situation due to poor financial results and large impairments.
3.1	Approve allocation of income	FOR	FOR	98%	
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	98%	
4.1	Elections to the board of directors	-		-	
4.1.1	Elect Dr. Beat W. Hess as member and chairman of the board (single vote)	FOR	FOR	98%	
4.1.2	Re-elect Mr. Bertrand Collomb	FOR	OPPOSE	96%	He is not independent (former executive) and the board independence is insufficient (42.9 %).
4.1.3	Re-elect Mr. Philippe P. Dauman	FOR	OPPOSE	96%	He is not independent (various reasons) and the board independence is insufficient (42.9 %).
4.1.4	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	92%	

4.1.5	Re-elect Mr. Oscar Fanjul Martin	FOR	FOR	98%	
4.1.6	Re-elect Dr. Rainer Alexander Gut	FOR	FOR	98%	
4.1.7	Re-elect Mr. Bruno Lafont	FOR	FOR	97%	
4.1.8	Re-elect Mr. Gérard Lamarche	FOR	OPPOSE	92%	He is a representative of a significant shareholder who is sufficiently represented on the board.
4.1.9	Re-elect Mr. Adrian Loader	FOR	FOR	98%	
4.1.10	Re-elect Mr. Nassef Sawiris	FOR	FOR	97%	
4.1.11	Re-elect Dr. Thomas Schmidheiny	FOR	FOR	98%	
4.1.12	Re-elect Ms. Hanne B. Breinbjerg Sorensen	FOR	FOR	98%	
4.1.13	Re-elect Dr. Dieter Spälti	FOR	FOR	97%	
4.2.1	Elect Mr. Jürg Oleas	FOR	FOR	98%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Re-elect Mr. Paul Desmarais Jr. to the remuneration committee	FOR	FOR	93%	
4.3.2	Re-elect Mr. Oscar Fanjul Martin to the remuneration committee	FOR	FOR	98%	
4.3.3	Re-elect Mr. Adrian Loader to the remuneration committee	FOR	FOR	98%	
4.4.1	Elect Mr. Nassef Sawiris to the remuneration committee	FOR	FOR	97%	
4.4.2	Elect Ms. Hanne B. Breinbjerg Sorensen to the remuneration committee	FOR	FOR	98%	
4.5.1	Election of the auditors	FOR	FOR	98%	
4.5.2	Election of the independent proxy	FOR	FOR	98%	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	

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5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	93%	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.
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No.	Ordre du jour	Board	Ethos	% Pour
1	Approve annual report, financial statements and accounts	FOR	FOR	99%
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	100%
5.1	Elections to the board of directors	-	-	-
5.1.a	Re-elect Prof. Dr. med. Patrick Aebischer	FOR	FOR	99%
5.1.b	Re-elect Prof. Dr. Ing. Werner J. Bauer	FOR	FOR	99%
5.1.c	Re-elect Mr. Thomas Ebeling	FOR	FOR	97%
5.1.d	Re-elect Mr. Jean-Daniel Gerber	FOR	FOR	99%
5.1.e	Re-elect Ms. Barbara Richmond	FOR	FOR	100%
5.1.f	Re-elect Ms. Margot Scheltema	FOR	FOR	99%
5.1.g	Re-elect Dr. phil. Rolf Soiron	FOR	FOR	98%
5.1.h	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	99%
5.1.i	Re-elect Dr. chem. Antonio Trius	FOR	FOR	99%
5.2	Elect Mr. Christoph Mäder	FOR	FOR	99%
5.3	Re-elect Dr. phil. Rolf Soiron as chairman of the board	FOR	FOR	98%
5.3	Elections to the remuneration committee	-	-	-
5.3.a	Re-elect Mr. Thomas Ebeling to the remuneration committee	FOR	FOR	97%

5.3.b	Re-elect Mr. Jean-Daniel Gerber to the remuneration committee	FOR	FOR	99%	
5.3.c	Elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	100%	
5.3.d	Re-elect Mr. Jürgen B. Steinemann to the remuneration committee	FOR	FOR	99%	
6	Election of the auditors	FOR	FOR	97%	
7	Election of the independent proxy	FOR	FOR	100%	
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%	
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%	
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	93%	<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>

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	84%	The structure of the remuneration is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	98%	
3	Approve allocation of income and dividend	FOR	FOR	100%	
4.1	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	96%	
4.1.4	Re-elect Dr. iur. Beat W. Hess	FOR	FOR	99%	
4.1.5	Re-elect Dr. oec. Renato Fassbind	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	98%	
4.1.9	Re-elect Ms. Ann Veneman	FOR	FOR	99%	
4.1.10	Re-elect Mr. Count Henri de La Croix de Castries	FOR	FOR	99%	
4.1.11	Re-elect Ms. Ms. Eva Cheng	FOR	FOR	99%	
4.1.12	Re-elect Dr. Ruth K. Oniang'o	FOR	FOR	99%	
4.1.13	Re-elect Prof. Dr. med. Patrick Aebischer	FOR	FOR	99%	
4.2	Re-elect Mr. Peter Brabeck-Letmathe as chairman of the board	FOR	FOR	96%	



4.3	Elections to the remuneration committee	-	-	-	
4.3.1	Re-elect Dr. iur. Beat W. Hess to the remuneration committee	FOR	FOR	99%	
4.3.2	Re-elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR	96%	
4.3.3	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR	98%	
4.3.4	Elect Prof. Dr. med. Patrick Aebischer to the remuneration committee	FOR	FOR	99%	
4.4	Election of the auditors	FOR	FOR	98%	
4.5	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%	<p>The information provided by the company is insufficient.</p> <p>The remuneration planned for one or several members 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>
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	91%	<p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
6	Reduce share capital via cancellation of shares	FOR	FOR	99%	

No.	Ordre du jour	Board	Ethos	% Pour	
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	OPPOSE	94%	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
4	Elections to the board of directors	-		-	
4.1.1	Re-elect Prof. Dr. Michael Süß as chairman of the board	FOR	OPPOSE	93%	He is a representative of a significant shareholder who is sufficiently represented on the board.
4.1.2	Re-elect Mr. Gerhard Pegam	FOR	FOR	100%	
4.1.3	Re-elect Mr. Hans Ziegler	FOR	FOR	99%	
4.2.1	Elect Dr. Jean Botti	FOR	FOR	100%	
4.2.2	Elect Mr. David Metzger	FOR	FOR	98%	
4.2.3	Elect Mr. Alexey V. Moskov	FOR	FOR	94%	
5	Elections to the nomination and remuneration committee	-		NA	
5.1.1	Re-elect Prof. Dr. Michael Süß to the nomination and remuneration committee	FOR	OPPOSE	80%	As Ethos did not support the election of Prof. Dr. Süß to the board of directors, he cannot be elected to the committee.  He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.

5.1.2	Re-elect Mr. Hans Ziegler to the nomination and remuneration committee	FOR	FOR	98%	
5.2	Elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR	82%	
6	Election of the auditors	FOR	FOR	99%	
7	Election of the independent proxy	FOR	FOR	100%	
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	83%	
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>The requested amount does not allow to respect Ethos' guidelines.</p>

No.	Ordre du jour	Board	Ethos	% Pour	
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	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The information provided by the company is insufficient.  The proposed increase relative to the previous year is excessive.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient.
4.3	Advisory vote on the remuneration report	FOR	OPPOSE	NA	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
5	Elections to the board of directors	-		-	
5.1	Elect Mr. Peter Ulber as board member and chairman	FOR	FOR	NA	
5.2	Re-elect Dr. iur. Beat Walti	FOR	FOR	NA	
5.3	Re-elect Mr. Thomas E. Kern	FOR	FOR	NA	
5.4	Re-elect Ms. Pamela Knapp	FOR	FOR	NA	
5.5	Re-elect Dr. oec. Ilias Läber	FOR	FOR	NA	
5.6	Re-elect Mr. Chris E. Muntwyler	FOR	FOR	NA	
5.7	Re-elect Dr. iur. Roger Schmid	FOR	FOR	NA	
5.8	Re-elect Mr. Knud Elmholdt Stubkjaer	FOR	FOR	NA	

6	Elections to the remuneration committee	-	-	-	
6.1	Elect Mr. Peter Ulber to the remuneration committee	FOR	OPPOSE	NA	He holds an executive function in the company.
6.2	Re-elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR	NA	
6.3	Re-elect Mr. Chris E. Muntwyler to the remuneration committee	FOR	FOR	NA	
6.4	Re-elect Mr. Knud Elmholdt Stubkjær to the remuneration committee	FOR	FOR	NA	
7	Election of the independent proxy	FOR	FOR	NA	
8	Election of the auditors	FOR	FOR	NA	

No.	Ordre du jour	Board	Ethos	% Pour	
1	Approve annual report, financial statements and accounts	FOR	FOR	87%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Advisory vote on the remuneration report	FOR	OPPOSE	68%	The structure of the remuneration is not in line with Ethos' guidelines.
4	Discharge board members and executive management	FOR	FOR	100%	
5	Amend articles of association: Composition of board committees	FOR	FOR	69%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	72%	The non-executive directors receive variable remuneration and options.  The remuneration of the executive directors (who are not members of the executive management) is not in line with Ethos' guidelines.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	75%	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 member and chairman	FOR	FOR	99%	
7.1.2	Re-elect Dr. Charles Dallara (executive)	FOR	OPPOSE	93%	The board includes too many executive directors compared to market practice in Switzerland.  The board independence is not sufficient (30.0%).

7.1.3	Re-elect Dr. Marcel Erni (executive)	FOR	FOR	99%	
7.1.4	Elect Ms. Michelle Felman	FOR	FOR	100%	
7.1.5	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR	97%	
7.1.6	Re-elect Mr. Steffen Meister (executive)	FOR	FOR	94%	
7.1.7	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR	100%	
7.1.8	Re-elect Dr. Eric Strutz	FOR	FOR	100%	
7.1.9	Re-elect Mr. Patrick Ward	FOR	FOR	100%	
7.1.10	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR	100%	
7.2	Elections to the nomination and remuneration committee	-		-	
7.2.1	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR	95%	
7.2.2	Re-elect Mr. Steffen Meister to the nomination and remuneration committee	FOR	OPPOSE	69%	He holds an executive function in the company.
7.2.3	Re-elect Dr. Peter A. Wuffli to the nomination and remuneration committee	FOR	OPPOSE	97%	He is not independent 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	100%	

No.	Ordre du jour	Board	Ethos	% Pour	
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	-	In the meeting agenda, the discharge was requested in globo for the board and the executive management. At the AGM, the discharge was requested for each board member individually, and in globo for the executive management.
3.1	Discharge Mr. Urs F. Burkard	FOR	OPPOSE	78%	Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders.
3.2	Discharge Mr. Frits van Dijk	FOR	FOR	21%	
3.3	Discharge Dr. sc. techn. Paul J. Hälgi	FOR	FOR	21%	
3.4	Discharge Dr. oec. Willi K. Leimer	FOR	OPPOSE	78%	Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders.
3.5	Discharge Ms. Monika Ribar	FOR	FOR	19%	
3.6	Discharge Mr. Daniel J. Sauter	FOR	FOR	20%	
3.7	Discharge Prof. Dr. sc. techn. Ulrich W. Suter	FOR	FOR	21%	
3.8	Discharge Mr. Jürgen Tinggren	FOR	OPPOSE	78%	Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders.
3.9	Discharge Mr. Christoph Tobler	FOR	FOR	20%	
3.10	Discharge executive management	FOR	FOR	87%	
4	Elections to the board of directors	-		-	



4.1.1	Re-elect Dr. sc. techn. Paul J. Hälg	FOR	FOR	87%	
4.1.2	Re-elect Mr. Urs F. Burkard	FOR	OPPOSE	81%	Ethos considers that he did not act in the interests of the company and its minority shareholders.
4.1.3	Re-elect Mr. Frits van Dijk	FOR	FOR	98%	
4.1.4	Re-elect Dr. oec. Willi K. Leimer	FOR	OPPOSE	81%	Ethos considers that he did not act in the interests of the company and its minority shareholders.
4.1.5	Re-elect Ms. Monika Ribar	FOR	FOR	88%	
4.1.6	Re-elect Mr. Daniel J. Sauter	FOR	FOR	86%	
4.1.7	Re-elect Prof. Dr. sc. techn. Ulrich W. Suter	FOR	FOR	87%	
4.1.8	Re-elect Mr. Jürgen Tinggren	FOR	OPPOSE	81%	Ethos considers that he did not act in the interests of the company and its minority shareholders.
4.1.9	Re-elect Mr. Christoph Tobler	FOR	FOR	85%	
4.2	Schenker-Winkler Holding's proposal: Elect Prof. Dr. iur. Jacques Bischoff to the board of directors	OPPOSE	OPPOSE	15%	
4.3	Re-elect Dr. sc. techn. Paul J. Hälg as board chairman	FOR	FOR	88%	
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	78%	As Ethos did not support the election of Mr. Burkard to the board of directors, he cannot be elected to the committee.
4.4.3	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	FOR	80%	
4.5	Election of the auditors	FOR	FOR	99%	

4.6	Re-elect Dr. Max Brändli as the independent proxy	FOR	FOR	34%
4.6.1	Proposal made during the AGM by Schenker-Winkler Holding: Elect Mr. Jost Windlin as independent proxy	OPPOSE	OPPOSE	68%
5.1	Binding vote on the total remuneration of the board of directors for the period from the 2015 AGM to the 2016 AGM	FOR	FOR	34%
5.2	Advisory vote on the remuneration report	FOR	FOR	33%
5.3	Binding vote on the total remuneration of the board of directors for the period from the 2016 AGM to the 2017 AGM	FOR	FOR	34%
5.4	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%
6	Proposal of the shareholder group formed by Cascade, Bill & Melinda Gates Foundation Trust, Fidelity, and Threadneedle: Extend the term of office of the special experts to the 2020 AGM	FOR	FOR	97%
7	Proposal made during the AGM by Schenker-Winkler Holding: Special audit	OPPOSE	OPPOSE	28%

No.	Ordre du jour	Board	Ethos	% Pour
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%
1.2	Advisory vote on the remuneration report	FOR	FOR	88%
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	-	-	-
4.1.1	Re-elect Mr. Robert F. Spoerry	FOR	FOR	99%
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	100%
4.1.3	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	100%
4.1.4	Re-elect Dr. Michael Jacobi	FOR	FOR	99%
4.1.5	Re-elect Prof. Dr. Anssi Vanjoki	FOR	FOR	99%
4.1.6	Re-elect Mr. Ronald van der Vis	FOR	FOR	100%
4.1.7	Re-elect Dr. Jinlong Wang	FOR	FOR	100%
4.2	Elect Ms. Lynn D. Bleil	FOR	FOR	90%
4.3	Elections to the nomination and remuneration committee	-	-	-
4.3.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	99%
4.3.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	100%
4.3.3	Elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	100%
4.4	Election of the auditors	FOR	FOR	99%
4.5	Election of the independent proxy	FOR	FOR	100%

5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	92%	The remuneration requested for one or several members is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	96%	
6	Reduce share capital via cancellation of shares	FOR	FOR	100%	

No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	85%	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%	
	Binding votes on the remuneration of the board of directors and the executive management	-		-	
4	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	97%	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	99%	
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	OPPOSE	97%	The information provided is insufficient.
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%	
6	Increase of the pool of conditional capital for the employees	FOR	FOR	99%	
7	Amend articles of association: change the number of permitted mandates outside the group	FOR	OPPOSE	96%	The proposed maximum number of mandates is considered excessive, i.e. it does not guarantee a sufficient availability for the demands of the mandate.

8	Elections to the board of directors	-	-	-
8.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR	100%
8.2	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR	100%
8.3	Re-elect Mr. Roland W. Hess	FOR	FOR	100%
8.4	Re-elect Mr. Ulrich Looser	FOR	FOR	100%
8.5	Re-elect Dr. Beat E. Lüthi	FOR	FOR	100%
8.6	Re-elect Mr. Stefan Meister	FOR	FOR	99%
8.7	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR	100%
9	Elections to the remuneration committee	-	-	-
9.1	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	100%
9.2	Re-elect Dr. Beat E. Lüthi to the remuneration committee	FOR	FOR	100%
9.3	Re-elect Mr. Stefan Meister to the remuneration committee	FOR	FOR	100%
10	Election of the independent proxy	FOR	FOR	100%
11	Election of the auditors	FOR	FOR	100%

No.	Ordre du jour	Board	Ethos	% Pour	
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	90%	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	98%	
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	OPPOSE	98%	The remuneration structure is not in line with Ethos' guidelines.
5	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	OPPOSE	98%	He is a representative of a significant shareholder who is sufficiently represented on the board.
5.2.1	Re-elect Mr. Matthias Bichsel	FOR	FOR	100%	
5.2.2	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR	100%	
5.2.3	Re-elect Ms. Jill Lee	FOR	FOR	100%	
5.2.4	Re-elect Mr. Marco Musetti	FOR	FOR	99%	
5.2.5	Re-elect Dr. oec. Gerhard Roiss	FOR	FOR	100%	
5.3.1	Elect Mr. Axel Heitmann	FOR	FOR	100%	
5.3.2	Elect Mr. Mikhail Lifshitz	FOR	FOR	99%	

6.1	Elections to the remuneration committee	-	-	-
6.1.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR	100%
6.1.2	Re-elect Ms. Jill Lee to the remuneration committee	FOR	FOR	100%
6.1.3	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	FOR	99%
7	Election of the auditors	FOR	FOR	100%
8	Election of the independent proxy	FOR	FOR	100%



No.	Ordre du jour	Board	Ethos	% Pour	
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	-		-	
4.1.1	Prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR	NA	
4.1.2	Prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR	NA	
4.2	Prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
4.3	Retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	OPPOSE	NA	The remuneration is excessive in view of the performance achieved.  The requested amount does not allow to respect Ethos' guidelines.
4.4	Retrospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	NA	The remuneration is excessive in view of the performance achieved.  The requested amount does not allow to respect Ethos' guidelines.
5	Elections to the board of directors	-		-	
5.1	Re-elect Ms. Nayla Hayek as board member and chairman	FOR	FOR	NA	

5.2	Re-elect Mr. Ernst Tanner	FOR	OPPOSE	NA	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.
5.3	Re-elect Mr. Nick Hayek Jr. (CEO)	FOR	OPPOSE	NA	The board independence is not sufficient (16.7%).  He is a representative of a significant shareholder who is sufficiently represented on the board.
5.4	Re-elect Prof. Dr. h.c. Claude Nicollier	FOR	FOR	NA	
5.5	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR	NA	
5.6	Elect Ms. Daniela Aeschlimann	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	As Ethos did not support the election of Mr. Tanner to the board of directors, he cannot be elected to the committee.
6.3	Re-elect Mr. Nick Hayek Jr. to the remuneration committee	FOR	OPPOSE	NA	As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, he cannot be elected to the committee.  He holds an executive function in the company.
6.4	Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee	FOR	FOR	NA	
6.5	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR	NA	

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6.6	Elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR	NA
7	Election of the independent proxy	FOR	FOR	NA
8	Election of the auditors	FOR	FOR	NA

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No.	Ordre du jour	Board	Ethos	% Pour
1.1	Approve annual report, financial statements and accounts	FOR	FOR	99%
1.2	Advisory vote on the remuneration report	FOR	FOR	96%
2.1	Approve allocation of income	FOR	FOR	100%
2.2	Approve dividend from capital contribution reserves	FOR	FOR	100%
3	Discharge board members	FOR	FOR	98%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	98%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	98%
5	Elections to the board of directors	-	-	-
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	98%
5.2	Re-elect Dr. rer. nat. Wolf Becke	FOR	FOR	99%
5.3	Re-elect Mr. Gerold Bühner	FOR	FOR	98%
5.4	Re-elect Ms. Adrienne Corboud Fumagalli	FOR	FOR	99%
5.5	Re-elect Mr. Ueli Dietiker	FOR	FOR	99%
5.6	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	99%
5.7	Re-elect Dr. oec. Frank Keuper	FOR	FOR	99%
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	98%
5.11	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	99%
	Elections to the remuneration committee	-		-
5.12	Elect Prof. Dr. iur. Henry M. Peter to the remuneration committee	FOR	FOR	99%
5.13	Re-elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	96%
5.14	Re-elect Ms. Franziska A. Tschudi Sauber to the remuneration committee	FOR	FOR	97%
6	Election of the independent proxy	FOR	FOR	100%
7	Election of the auditors	FOR	FOR	98%

No.	Ordre du jour	Board	Ethos	% Pour	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Advisory vote on the remuneration report	FOR	OPPOSE	49%	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.	Approve increase and renewal of authorised capital	FOR	FOR	96%	
7.	Increase conditional capital	FOR	FOR	96%	
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	97%	
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	87%	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.
9.1	Elections to the board of directors	-		-	
9.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR	99%	
9.1.2	Re-elect Dr. iur. Bernhard M. Hammer	FOR	FOR	65%	
9.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	67%	
9.1.4	Re-elect Mr. Mario F. Seris	FOR	FOR	99%	
9.1.5	Re-elect Mr. Klaus Rudolf Wecken	FOR	FOR	68%	
9.1.6	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	82%	

9.1.7	Elect Dr. Elisabeth Bourqui	FOR	FOR	100%
9.1.8	Elect Mr. Markus Graf	FOR	FOR	83%
9.2	Election of the chairman of the board	FOR	FOR	69%
9.3	Elections to the remuneration committee	-	-	-
9.3.1	Elect Mr. Christopher M. Chambers to the Remuneration Committee	FOR	FOR	99%
9.3.2	Elect Mr. Mario F. Seris to the Remuneration Committee	FOR	FOR	98%
9.3.3	Elect Dr. Elisabeth Bourqui to the Remuneration Committee	FOR	FOR	100%
9.4	Election of the independent proxy	FOR	FOR	100%
9.5	Election of the auditors	FOR	FOR	99%

No.	Ordre du jour	Board	Ethos	% Pour	
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	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	90%	The information provided is insufficient.  The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.
4	Discharge board members and executive management	FOR	FOR	99%	
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Walter B. Kielholz as member of the board and chairman of the board	FOR	FOR	94%	
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR	98%	
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR	99%	
5.1.4	Re-elect Ms. Mary Francis	FOR	FOR	99%	
5.1.5	Re-elect Prof. Dr. oec. Rajna Gibson Brandon	FOR	FOR	98%	
5.1.6	Re-elect Mr. C. Robert Henrikson	FOR	FOR	98%	
5.1.7	Re-elect Mr. Trevor Manuel	FOR	FOR	99%	
5.1.8	Re-elect Mr. Carlos E. Represas	FOR	FOR	98%	
5.1.9	Re-elect Mr. Philip K. Ryan	FOR	FOR	99%	



5.1.10	Re-elect Ms. Susan L. Wagner	FOR	OPPOSE	94%	She has a major conflict of interest that is incompatible with his role as board member.
5.1.11	Elect Mr. Sir Paul Tucker	FOR	FOR	99%	
5.2	Elections to the remuneration committee	-		-	
5.2.1	Elect Dr. oec. Renato Fassbind to the Remuneration Committee	FOR	FOR	98%	
5.2.2	Elect Mr. C. Robert Henrikson to the Remuneration Committee	FOR	FOR	98%	
5.2.3	Elect Mr. Carlos E. Represas to the Remuneration Committee	FOR	FOR	98%	
5.2.4	Elect Dr. oec. Raymond K. F. Ch'ien to the Remuneration Committee	FOR	FOR	96%	
5.3	Election of the independent proxy	FOR	FOR	100%	
5.4	Election of the auditors	FOR	FOR	97%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	88%	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.
6.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	OPPOSE	89%	The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.
7	Reduce share capital via cancellation of shares	FOR	FOR	99%	
8	Approve share buyback programme	FOR	FOR	98%	
9	Formal amendment of the articles of association	FOR	FOR	99%	

No.	Ordre du jour	Board	Ethos	% Pour
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%
1.2	Advisory vote on the remuneration report	FOR	FOR	97%
2	Approve allocation of income and dividend	FOR	FOR	100%
3	Discharge board members and executive management	FOR	FOR	100%
4	Elections to the board of directors	-		NA
4.1	Re-elect Dr. Franck Esser	FOR	FOR	100%
4.2	Re-elect Dr. Barbara Frei	FOR	FOR	100%
4.3	Re-elect Ms. Catherine Mühlemann	FOR	FOR	100%
4.4	Re-elect Mr. Theophil Schlatter	FOR	FOR	100%
4.5	Elect Dr. Roland Abt	FOR	FOR	100%
4.6	Elect Dr. Valérie Berset Bircher	FOR	FOR	100%
4.7	Elect Mr. Alain Carrupt	FOR	FOR	100%
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	100%
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	100%
5	Elections to the remuneration committee	-		NA
5.1	Elect Dr. Franck Esser to the remuneration committee	FOR	FOR	99%
5.2	Re-elect Dr. Barbara Frei to the remuneration committee	FOR	FOR	99%
5.3	Re-elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	99%
5.4	Re-elect Mr. Theophil Schlatter to the remuneration committee	FOR	FOR	99%

5.5	Re-elect Dr. Hans Werder to the remuneration committee	FOR	FOR	99%
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	99%
7	Election of the independent proxy	FOR	FOR	100%
8	Election of the auditors	FOR	FOR	99%

No.	Ordre du jour	Board	Ethos	% Pour	
1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	89%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	OPPOSE	93%	The company refuses to recognise the negative impact of some of its products on humans and the natural environment.
4	Reduce share capital via cancellation of shares	FOR	FOR	99%	
5	Allocation of income and dividend	-		-	
5.1	Approve ordinary dividend	FOR	FOR	100%	
5.2	Approve special dividend	FOR	FOR	100%	
6	Elections to the board of directors	-		-	
6.1	Re-elect Ms. Vinita Bali	FOR	FOR	98%	
6.2	Re-elect Mr. Stefan Borgas	FOR	FOR	98%	
6.3	Re-elect Mr. Gunnar Brock	FOR	OPPOSE	94%	He holds an excessive number of mandates.
6.4	Re-elect Mr. Michel Demaré	FOR	FOR	98%	
6.5	Re-elect Dr. Eleni Gabre-Madhin	FOR	FOR	99%	
6.6	Re-elect Dr. chem. David Lawrence	FOR	FOR	99%	
6.7	Re-elect Dr. iur. Eveline Saupper	FOR	FOR	99%	
6.8	Re-elect Dr. iur. Jürg Witmer	FOR	FOR	98%	
7	Re-elect Mr. Michel Demaré as board chairman	FOR	FOR	98%	

8	Elections to the remuneration committee	-	-	-	
8.1	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR	98%	
8.2	Re-elect Dr. iur. Jürg Witmer to the remuneration committee	FOR	FOR	98%	
8.3	Elect Mr. Stefan Borgas to the remuneration committee	FOR	FOR	98%	
9	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	94%	The remuneration requested for the chairman is significantly higher than that of the peer group.
10	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	92%	The remuneration structure is not in line with Ethos' guidelines.
11	Election of the independent proxy	FOR	FOR	100%	
12	Election of the auditors	FOR	FOR	100%	

No.	Ordre du jour	Board	Ethos	% Pour	
1	Approve annual report, financial statements and accounts	FOR	FOR	97%	
2	Approve allocation of income	FOR	FOR	100%	
3	Dividend from 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	OPPOSE	58%	<p>The proposed increase relative to the previous year is excessive.</p> <p>The remuneration of the executive chairman is excessive.</p>
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	59%	<p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Andreas Andreades as board member and chairman of the board	FOR	FOR	98%	
6.2	Re-elect Mr. Sergio Giacoletto	FOR	FOR	100%	
6.3	Re-elect Mr. George Koukis	FOR	FOR	70%	
6.4	Re-elect Mr. Ian Robert Cookson	FOR	FOR	100%	
6.5	Re-elect Mr. Thibault de Tersant	FOR	FOR	100%	
6.6	Re-elect Mr. Erik Hansen	FOR	FOR	100%	
6.7	Re-elect Ms. Amy Yok Tak Yip	FOR	FOR	100%	

7	Elections to the remuneration committee	-	-	-	
7.1	Re-elect Mr. Sergio Giacometto to the remuneration committee	FOR	OPPOSE	96%	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</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>
7.2	Re-elect Mr. Ian Robert Cookson to the remuneration committee	FOR	OPPOSE	96%	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</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>
7.3	Re-elect Mr. Erik Hansen to the remuneration committee	FOR	OPPOSE	96%	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</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>
8	Election of the independent proxy	FOR	FOR	100%	

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9	Election of the auditors	FOR	OPPOSE	95%	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
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No.	Ordre du jour	Board	Ethos	% Pour	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	85%	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
2.1	Appropriation of retained earnings and distribution of ordinary dividend out of capital contribution reserve	FOR	FOR	100%	
2.2	Special dividend distribution out of capital contribution reserve	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	95%	
4.	Binding retrospective vote on the variable remuneration of the executive management	FOR	OPPOSE	86%	The structure and conditions of the plans do not respect Ethos' guidelines.  The requested amount does not allow to respect Ethos' guidelines.
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 chairman	FOR	FOR	96%	
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 Mr. William G. Parrett	FOR	OPPOSE	94%	He holds an excessive number of mandates.
6.1.7	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR	98%	
6.1.8	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR	98%	
6.1.9	Re-elect Mr. Joseph Yam	FOR	FOR	97%	
6.2.1	Elect Mr. Robert Scully	FOR	FOR	97%	
6.2.2	Elect Dr. Dieter Wemmer	FOR	FOR	97%	
6.3	Elections to the remuneration committee	-		-	
6.3.1	Elect Ms. Ann F. Godbehere to the Remuneration Committee	FOR	FOR	97%	
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. William G. Parrett to the Remuneration Committee	FOR	OPPOSE	94%	As Ethos did not support the election of Mr. Parrett to the board of directors, he cannot be elected to the committee.  He holds an excessive number of mandates.
7.	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	92%	The remuneration requested and paid out to several members is significantly higher than that of the peer group.
8.1	Election of the independent proxy	FOR	FOR	98%	

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8.2	Election of the auditors	FOR	OPPOSE	93%	The auditor had not identified fraud or proven weaknesses in the internal control system that have had a significant negative impact on the company's result.
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No.	Ordre du jour	Board	Ethos	% Pour	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Advisory vote on the remuneration report	FOR	FOR	89%	
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	88%	The remuneration requested and paid out is significantly higher than that of the peer group.
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	92%	
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	92%	
6	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Jürg Bucher as board member and chairman	FOR	FOR	99%	
6.1.2	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	98%	
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR	98%	
6.1.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	98%	
6.1.5	Re-elect Prof. Dr. iur. Christoph B. Bühler	FOR	FOR	98%	
6.1.6	Re-elect Mr. Andreas Huber	FOR	FOR	97%	
6.1.7	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	98%	
6.2	Elect Mr. Othmar Stöckli	FOR	FOR	98%	
7	Elections to the nomination and remuneration committee	-		-	

7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	98%
7.2	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR	98%
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	98%