

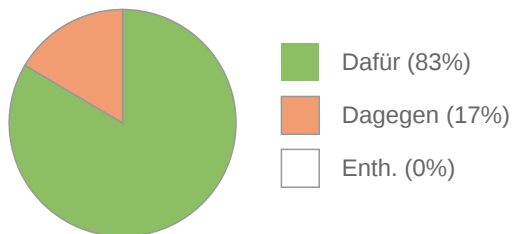
Zeitraum: 01.01.2024 - 31.12.2024

## 1. Statistiken der analysierten Generalversammlungen

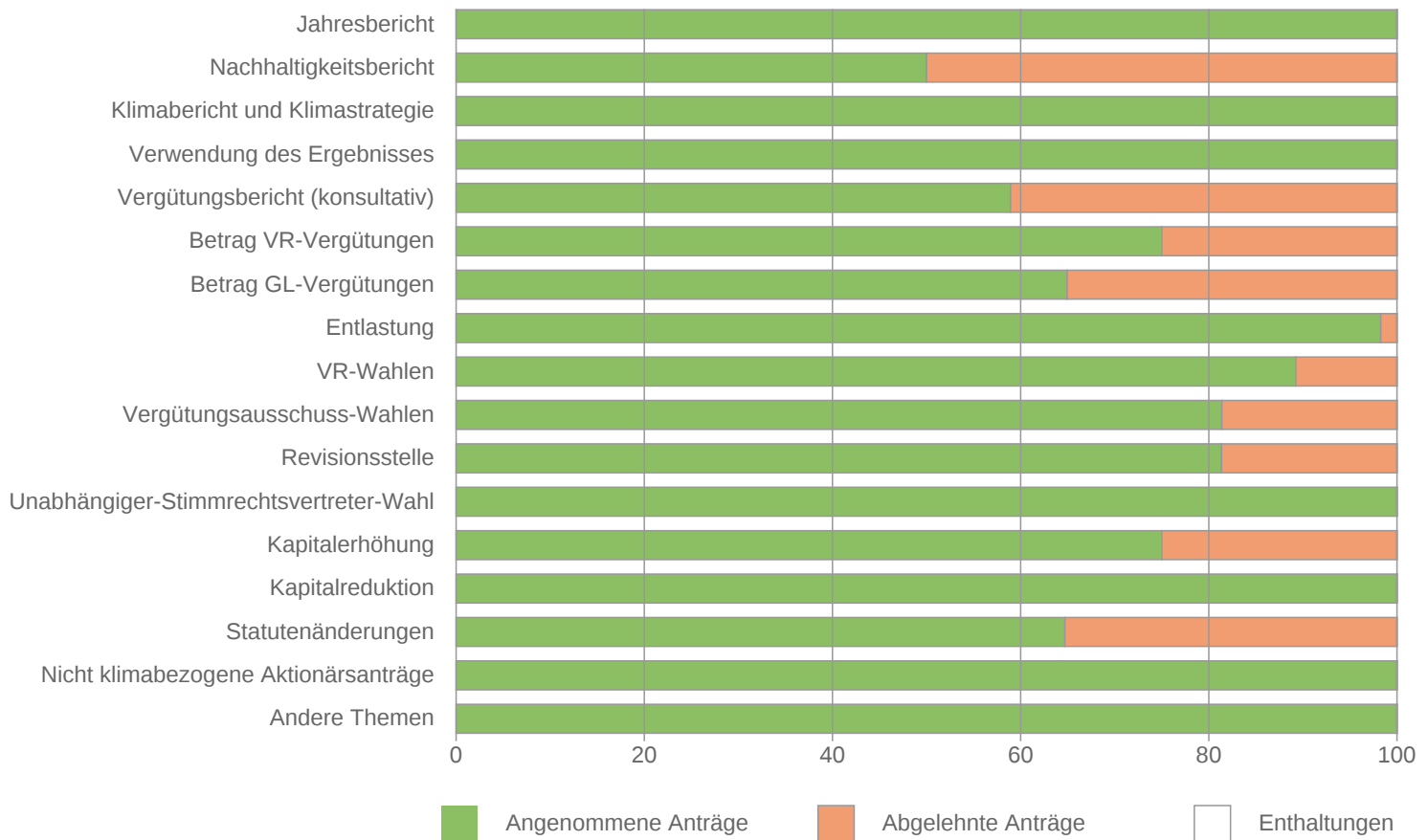
### 1.1 Analyisierte Generalversammlungen und Abstimmungen

|                                        | Anzahl GV | Anzahl Anträge |             |            |          |
|----------------------------------------|-----------|----------------|-------------|------------|----------|
|                                        |           | Total          | Dafür       | Dagegen    | Enth.    |
| Ordentliche Generalversammlungen       | 58        | 1296           | 1082        | 214        | 0        |
| Ausserordentliche Generalversammlungen | 0         | 0              | 0           | 0          | 0        |
| <b>Total</b>                           | <b>58</b> | <b>1296</b>    | <b>1082</b> | <b>214</b> | <b>0</b> |

### 1.2 Verteilung der Abstimmungen



### 1.3 Ethos Stimmempfehlungen nach Themenkategorien



|                                        | Angenommene Anträge |       | Abgelehnte Anträge |      | Enthaltungen |     | Total |
|----------------------------------------|---------------------|-------|--------------------|------|--------------|-----|-------|
| Jahresbericht                          | 57                  | 100 % | 0                  | 0 %  | 0            | 0 % | 57    |
| Nachhaltigkeitsbericht                 | 27                  | 50 %  | 27                 | 50 % | 0            | 0 % | 54    |
| Klimabericht und Klimastrategie        | 1                   | 100 % | 0                  | 0 %  | 0            | 0 % | 1     |
| Verwendung des Ergebnisses             | 66                  | 100 % | 0                  | 0 %  | 0            | 0 % | 66    |
| Vergütungsbericht (konsultativ)        | 33                  | 59 %  | 23                 | 41 % | 0            | 0 % | 56    |
| Betrag VR-Vergütungen                  | 48                  | 75 %  | 16                 | 25 % | 0            | 0 % | 64    |
| Betrag GL-Vergütungen                  | 63                  | 65 %  | 34                 | 35 % | 0            | 0 % | 97    |
| Entlastung                             | 57                  | 98 %  | 1                  | 2 %  | 0            | 0 % | 58    |
| VR-Wahlen                              | 431                 | 89 %  | 52                 | 11 % | 0            | 0 % | 483   |
| Vergütungsausschuss-Wahlen             | 153                 | 81 %  | 35                 | 19 % | 0            | 0 % | 188   |
| Revisionsstelle                        | 48                  | 81 %  | 11                 | 19 % | 0            | 0 % | 59    |
| Unabhängiger-Stimmrechtsvertreter-Wahl | 58                  | 100 % | 0                  | 0 %  | 0            | 0 % | 58    |
| Kapitalerhöhung                        | 9                   | 75 %  | 3                  | 25 % | 0            | 0 % | 12    |
| Kapitalreduktion                       | 6                   | 100 % | 0                  | 0 %  | 0            | 0 % | 6     |
| Statutenänderungen                     | 22                  | 65 %  | 12                 | 35 % | 0            | 0 % | 34    |
| Nicht klimabezogene Aktionärsanträge   | 2                   | 100 % | 0                  | 0 %  | 0            | 0 % | 2     |
| Andere Themen                          | 1                   | 100 % | 0                  | 0 %  | 0            | 0 % | 1     |

## 2. Übersicht der Stimmpositionen

### Art der Generalversammlung

|     |                                      |
|-----|--------------------------------------|
| OGV | Ordentliche Generalversammlung       |
| AGV | Ausserordentliche Generalversammlung |
| MIX | Gemischte Generalversammlung         |

### Abstimmungen

|   |                 |
|---|-----------------|
| ✓ | Dafür           |
| ◐ | Teilweise dafür |
| ✗ | Dagegen         |
| ✎ | Enthaltung      |

| Unternehmen            | Datum      | Art | Jahresbericht | Nachhaltigkeitsbericht | Klimabericht und Klimastrategie | Verwendung des Ergebnisses | Vergütungsbericht (konsultativ) | Betrag VR-Vergütungen | Betrag GL-Vergütungen | Entlastung | VR-Wahlen | Vergütungsausschuss-Wahlen | Revisionsstelle | Unabhängiger-Stimmrechtsvertreter-Wahl | Kapitalerhöhung | Kapitalreduktion | Kapitalstruktur | Statutenänderungen | Fusionen / Akquisitionen und Verlagerungen | Anti-ESG Aktionärsanträge | Klimabezogene Aktionärsanträge | Nicht klimabezogene Aktionärsanträge | Andere Themen |
|------------------------|------------|-----|---------------|------------------------|---------------------------------|----------------------------|---------------------------------|-----------------------|-----------------------|------------|-----------|----------------------------|-----------------|----------------------------------------|-----------------|------------------|-----------------|--------------------|--------------------------------------------|---------------------------|--------------------------------|--------------------------------------|---------------|
| ABB                    | 21.03.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✗                               | ✓                     | ✗                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Accelleron Industries  | 07.05.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      | ✓               |                  |                 | ✓                  |                                            |                           |                                |                                      |               |
| Alcon                  | 08.05.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✗                               | ✓                     | ✗                     | ✓          | ◐         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Allreal                | 19.04.2024 | OGV | ✓             |                        |                                 | ✓                          | ✓                               | ✓                     | ◐                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      | ✓               |                  |                 | ◐                  |                                            |                           |                                |                                      |               |
| Also                   | 21.03.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✗                               | ✗                     | ✗                     | ✓          | ◐         | ✗                          | ✓               | ✓                                      |                 |                  |                 | ✗                  |                                            |                           |                                |                                      |               |
| Bachem                 | 24.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ◐         | ◐                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Belimo                 | 25.03.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 | ◐                  |                                            |                           |                                |                                      |               |
| BKW                    | 22.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Bossard                | 08.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✗               | ✓                                      |                 |                  |                 | ◐                  |                                            |                           |                                |                                      |               |
| Burckhardt Compression | 05.07.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Bystronic              | 17.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Cembra Money Bank      | 24.04.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      | ✓               |                  |                 |                    |                                            |                           |                                |                                      |               |
| Comet Holding          | 19.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✗               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Dätwyler               | 14.03.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ✗                     | ✓          | ◐         | ◐                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Dottikon ES Holding    | 05.07.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✗                               | ✓                     | ✓                     | ✗          | ◐         | ◐                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Ems-Chemie             | 10.08.2024 | OGV | ✓             | ✗                      |                                 | ✓                          |                                 | ✓                     | ✓                     | ✓          | ◐         |                            | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Flughafen Zürich       | 22.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Forbo                  | 05.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✗                               | ✗                     | ✓                     | ✓          | ✓         | ◐                          | ✓               | ✓                                      | ✗               |                  |                 | ✗                  |                                            |                           |                                |                                      |               |
| Galenica               | 10.04.2024 | OGV | ✓             | ✗                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Geberit                | 17.04.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✗                               | ✓                     | ✗                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Georg Fischer          | 17.04.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Givaudan               | 21.03.2024 | OGV | ✓             | ✓                      |                                 | ✓                          | ✓                               | ✓                     | ◐                     | ✓          | ◐         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |

| Unternehmen            | Datum      | Art | Jahresbericht | Nachhaltigkeitsbericht | Klimabericht und Klimastrategie | Verwendung des Ergebnisses | Vergütungsbericht (konsultativ) | Betrag VR-Vergütungen | Betrag GL-Vergütungen | Entlastung | VR-Wahlen | Vergütungsausschuss-Wahlen | Revisionsstelle | Unabhängiger-Stimmrechtsvertreter-Wahl | Kapitalerhöhung | Kapitalreduktion | Kapitalstruktur | Statutenänderungen | Fusionen / Akquisitionen und Verlagerungen | Anti-ESG Aktionärsanträge | Klimabezogene Aktionärsanträge | Nicht klimabezogene Aktionärsanträge | Andere Themen |
|------------------------|------------|-----|---------------|------------------------|---------------------------------|----------------------------|---------------------------------|-----------------------|-----------------------|------------|-----------|----------------------------|-----------------|----------------------------------------|-----------------|------------------|-----------------|--------------------|--------------------------------------------|---------------------------|--------------------------------|--------------------------------------|---------------|
| Gurit                  | 18.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | 🟡                          | ✗               | ✓                                      | ✓               |                  |                 |                    |                                            |                           |                                |                                      |               |
| Helvetia Baloise       | 24.05.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Holcim                 | 08.05.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✗                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Inficon                | 04.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 | ✓                  |                                            |                           |                                |                                      |               |
| Interroll              | 03.05.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | ✗                     | ✓                     | ✓          | 🟡         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Kardex                 | 25.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Komax                  | 17.04.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✗               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Kühne + Nagel          | 08.05.2024 | OGV | ✓             | ✗                      | ✓                               | ✗                          | ✗                               | ✗                     | ✓                     | ✓          | 🟡         | ✗                          | ✓               | ✓                                      | ✗               |                  |                 | 🟡                  |                                            |                           |                                |                                      |               |
| Lem                    | 27.06.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✓                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Logitech               | 04.09.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✓                               | ✗                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                | ✓                                    |               |
| Lonza                  | 08.05.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | 🟡                     | ✓                     | ✓          | ✓         | ✓                          | ✗               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Medacta Group          | 07.05.2024 | OGV | ✓             | ✗                      | ✓                               | ✗                          | 🟡                               | 🟡                     | ✓                     | ✓          | 🟡         | ✗                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Mobimo                 | 26.03.2024 | OGV | ✓             |                        | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      | ✓               |                  |                 | ✓                  |                                            |                           |                                |                                      |               |
| Nestlé                 | 18.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✗                          | ✓                               | ✗                     | ✓                     | ✓          | 🟡         | ✓                          | ✓               | ✓                                      |                 | ✓                |                 |                    |                                            |                           |                                | ✓                                    |               |
| Novartis               | 05.03.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✗                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 | ✓                |                 |                    |                                            |                           |                                |                                      |               |
| Partners Group         | 22.05.2024 | OGV |               | ✗                      | ✓                               | ✗                          | ✗                               | 🟡                     | ✓                     | ✓          | 🟡         | ✓                          | ✓               | ✓                                      | ✓               |                  |                 |                    |                                            |                           |                                |                                      | ✓             |
| PSP Swiss Property     | 04.04.2024 | OGV | ✓             |                        | ✓                               | ✗                          | ✓                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Richemont              | 11.09.2024 | OGV | ✓             | ✓                      | ✓                               |                            | ✗                               | ✗                     | ✓                     | ✓          | 🟡         | 🟡                          | ✗               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Schweiter Technologies | 10.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Sensirion Holding      | 13.05.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✗                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| SFS Group              | 24.04.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✗               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| SGS                    | 26.03.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | 🟡                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      | ✓               | ✓                |                 | 🟡                  |                                            |                           |                                |                                      |               |
| Siegfried              | 18.04.2024 | OGV | ✓             | ✓                      |                                 | ✗                          | ✓                               | 🟡                     | ✓                     | ✓          | ✓         | ✓                          | ✗               | ✓                                      | ✓               | ✓                |                 |                    |                                            |                           |                                |                                      |               |
| SIG Group              | 23.04.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Sika                   | 26.03.2024 | OGV | ✓             | ✓                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Sonova                 | 11.06.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✓                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Straumann              | 12.04.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✗                               | 🟡                     | ✓                     | ✓          | 🟡         | 🟡                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Swiss Life             | 15.05.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | 🟡         | 🟡                          | ✗               | ✓                                      |                 | ✓                |                 | ✓                  |                                            |                           |                                |                                      |               |
| Swiss Prime Site       | 19.03.2024 | OGV | ✓             |                        | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Swisscom               | 27.03.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |

| Unternehmen            | Datum      | Art | Jahresbericht | Nachhaltigkeitsbericht | Klimabericht und Klimastrategie | Verwendung des Ergebnisses | Vergütungsbericht (konsultativ) | Betrag VR-Vergütungen | Betrag GL-Vergütungen | Entlastung | VR-Wahlen | Vergütungsausschuss-Wahlen | Revisionsstelle | Unabhängiger-Stimmrechtsvertreter-Wahl | Kapitalerhöhung | Kapitalreduktion | Kapitalstruktur | Statutenänderungen | Fusionen / Akquisitionen und Verlagerungen | Anti-ESG Aktionärsanträge | Klimabezogene Aktionärsanträge | Nicht klimabezogene Aktionärsanträge | Andere Themen |
|------------------------|------------|-----|---------------|------------------------|---------------------------------|----------------------------|---------------------------------|-----------------------|-----------------------|------------|-----------|----------------------------|-----------------|----------------------------------------|-----------------|------------------|-----------------|--------------------|--------------------------------------------|---------------------------|--------------------------------|--------------------------------------|---------------|
| Tecan                  | 18.04.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✓                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 | ✓                  |                                            |                           |                                |                                      |               |
| TX Group               | 19.04.2024 | OGV | ✓             | ✗                      | ✓                               |                            | ✗                               | ✓                     | ✓                     | ✓          | ✓         | ✗                          | ✗               | ✓                                      |                 |                  |                 | ✓                  |                                            |                           |                                |                                      |               |
| UBS                    | 24.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✗                          | ✗                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      | ✗               |                  |                 |                    |                                            |                           |                                |                                      |               |
| VAT Group              | 14.05.2024 | OGV | ✓             | ✗                      | ✓                               | ✓                          | ✓                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |
| Zehnder Group          | 11.04.2024 | OGV | ✓             | ✓                      | ✓                               | ✗                          | ✗                               | ✓                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 | ✓                |                 |                    |                                            |                           |                                |                                      |               |
| Zurich Insurance Group | 10.04.2024 | OGV | ✓             | ✗                      | ✓                               | ✗                          | ✓                               | ✗                     | ✓                     | ✓          | ✓         | ✓                          | ✓               | ✓                                      |                 |                  |                 |                    |                                            |                           |                                |                                      |               |