



Company	Index	AGM date	SoP BoD Structure	SoP EC Structure	Consultative vote Comp Report	EC amount requested (total)	Number of EC members	EC amount per member	Board amount requested (total)	Number of Board members	Board amount per member	Ethos SoP BoD	Ethos SoP EC	Ethos comp report	zRating SoP BoD	zRating SoP EC	zRating comp report	AGM SoP BoD	AGM SoP EC	AGM comp report
ABB	SMI	29.03.2018	Prospective AGM to AGM	Prospective next year	yes	52'000'000	11	4'727'273	4'700'000	11	427'273	Yes	No	No	Yes	Yes	No	98.69%	92.42%	62.24%
Adecco	SMI	19.04.2018	Prospective AGM to AGM	Prospective next year + CR	yes	35'000'000	13	2'692'308	4'700'000	8	587'500	No	No	No	Yes	Yes	Yes	90.41%	92.37%	88.98%
Credit Suisse	SMI	27.04.2018	Prospective AGM to AGM	Fix: prospective AGM to AGM STI: retrospective LTI: prospective CY	yes	114'960'000	12	9'580'000	12'000'000	13	923'077	No	No (fix) No (STI) No (LTI)	No	No	Yes (fix) No (STI) No (LTI)	No	82.89%	88.45% (fix) 82.83% (STI) 82.45% (LTI)	80.80%
Geberit	SMI	04.04.2018	Prospective AGM to AGM	Prospective next year	yes	11'300'000	7	1'614'286	2'350'000	6	391'667	Yes	Yes	Yes	Yes	Yes	Yes	97.37%	97.76%	95.81%
Givaudan	SMI	22.03.2018	Prospective AGM to AGM	Fix/LTI: prospective CY STI: retrospective	yes	20'490'698	8	2'561'337	2'950'000	7	421'429	Yes	Yes (STI) No (fix/LTI)	No	Yes	Yes (STI) Yes (fix/LTI)	Yes	97.04%	97.07% (STI) 91.77% (fix/LTI)	90.03%
Julius Bär	SMI	11.04.2018	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective CY	yes	18'047'937	6	3'007'990	3'913'354	10	391'335	Yes	Yes (fix) Yes (STI) No (LTI)	No	Yes	Yes (fix) Yes (STI) Yes (LTI)	No	98.74%	97.78% (fix) 97.79% (STI) 92.70% (LTI)	87.23%
LafargeHolcim	SMI	08.05.2018	Prospective AGM to AGM	Prospective next year	yes	39'500'000	9	4'388'889	4'800'000	10	480'000	Yes	No	No	Yes	No	No	96.86%	91.51%	69.38%
Lonza	SMI	04.05.2018	Prospective AGM to AGM	Fix: prospective July-June STI: retrospective LTI: prospective CY	yes	21'938'200	5	4'387'640	3'110'000	10	311'000	Yes	Yes (fix) Yes (STI) No (LTI)	Yes	Yes	Yes (fix) Yes (STI) Yes (LTI)	Yes	96.93%	96.72% (fix) 95.45% (STI) 63.61% (LTI)	93.24%
Nestlé	SMI	12.04.2018	Prospective AGM to AGM	Prospective next year + CR	yes	60'000'000	13	4'615'385	10'000'000	13	769'231	No	No	No	No	Yes	No	87.20%	87.48%	83.65%
Novartis	SMI	02.03.2018	Prospective AGM to AGM	Prospective next year + CR	yes	92'000'000	11	8'363'636	8'190'000	12	682'500	Yes	No	No	Yes	Yes	No	96.70%	93.30%	91.90%
Richemont	SMI	10.09.2018			yes															
Roche	SMI	13.03.2018	Fix: prospective AGM/AGM Variable: retrospective	Fix/LTI: prospective AGM STI: retrospective	no	52'591'950	6	8'765'325	10'558'390	12	879'866	No (Bonus Board chair)	No (fix/LTI) No (STI)		No (fix) No (Bonus Board chair)	No (fix/LTI) No (STI)		99.62% 99.51% (Bonus Board chair)	99.64% 99.62% (STI)	
SGS	SMI	19.03.2018	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective current year	yes	54'129'774	22	2'460'444	2'134'000	10	213'400	Yes	Yes	Yes	Yes	Yes	Yes	98.72%	75.61% (fix) 95.97% (STI) 96.63% (LTI)	89.79%
Sika	SMI	17.04.2018	Prospective AGM to AGM	Prospective next year	yes	18'000'000	8	2'250'000	3'000'000	9	333'333	Yes	Yes	Yes	Yes	Yes	Yes	32.00%	99.00%	32.00%
Swatch	SMI	24.05.2018	Fix: Prospective AGM to AGM Variable: retrospective	Fix: prospective CY Variable: retrospective	no	24'161'814	7	3'451'688	11'175'600	6	1'862'600	Yes (fix) No (variable)	No		Yes (fix) No (variable)	No		approved	approved	
Swiss Life	SMI	24.04.2018	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	yes	17'498'750	7	2'499'821	3'200'000	11	290'909	Yes	Yes	Yes	Yes	Yes	Yes	97.77%	98.10% (STI) 97.37% (fix/LTI)	92.44%
Swiss Re	SMI	20.04.2018	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	yes	46'999'781	12	3'916'648	9'900'000	13	761'538	No	No (STI) No (fix/LTI)	No	Yes	Yes (STI) Yes (fix/LTI)	No	88.15%	88.61% (STI) 87.17 (fix/LTI)	85.92%
Swisscom	SMI	04.04.2018	Prospective next year	Prospective next year + CR	yes	9'700'000	7	1'385'714	2'500'000	8	312'500	Yes	Yes	Yes	Yes	Yes	Yes	97.84%	97.91%	96.29%
UBS	SMI	03.05.2018	Prospective AGM to AGM	Fix: prospective Variable: retrospective	yes	105'650'000	11	9'604'545	14'500'000	12	1'208'333	No	No (fix) No (STI/LTI)	No	No	Yes (fix) No (STI/LTI)	No	86.11%	84.81% (fix) 82.57% (STI/LTI)	81.35%
Zurich Insurance Group	SMI	04.04.2018	Prospective AGM to AGM	Prospective next year + CR	yes	72'200'000	13	5'553'846	4'650'000	10	465'000	Yes	No	No	Yes	Yes	Yes	97.16%	91.19%	88.83%
AMS	SMIM	06.06.2018										Yes								
Barry Callebaut	SMIM		Prospective AGM to AGM	Fix: prospective NY Variable: retrospective																
DKSH	SMIM	22.03.2018	Prospective AGM to AGM	Prospective next year	no	18'500'000	10	1'850'000	2'850'000	10	285'000	Yes	No		Yes	No		99.60%	95.00%	
dormakaba	SMIM		Prospective AGM to AGM	Prospective next year																
EMS Chemie	SMIM																			
Flughafen Zurich	SMIM	19.04.2018	Prospective next year	Prospective next year + CR	yes	4'500'000	5	900'000	1'600'000	5	320'000	Yes	Yes	Yes	Yes	Yes	Yes	99.48%	98.48%	92.91%
GAM Holding	SMIM	26.04.2018	Prospective AGM to AGM	Fix: prospective CY Variable: retrospective	yes	21'721'080	8	2'715'135	2'500'000	7	357'143	No	No (fix) No (STI/LTI)	No	Yes	Yes (fix) No (STI/LTI)	No	94.25%	93.50% (fix) 75.81% (STI/LTI)	56.99%
Georg Fischer	SMIM	18.04.2018	Prospective AGM to AGM	Prospective next year	yes	10'531'000	5	2'106'200	3'750'000	9	416'667	Yes	Yes	Yes	Yes	Yes	Yes	97.82%	94.92%	59.41%
Helvetia	SMIM	20.04.2018	Fix: prospective AGM/AGM Variable: retrospective	Fix: prospective July-June STI/LTI: retrospective	no	13'700'000	11	1'245'455	3'800'000	11	345'455	Yes	Yes	Yes	Yes	Yes	Yes	97.6% (fix) 95.1% (retro)	97.3% (fix) 91.1% (STI/LTI)	
Lindt & Sprüngli	SMIM	03.05.2018	Prospective AGM to AGM	Prospective next year	yes	18'000'000	7	2'571'429	5'300'000	6	883'333	No	No	No	No	Yes	No	92.80%	93.90%	87.20%
OC Oerlikon	SMIM	10.04.2018	Prospective AGM to AGM	Fix: prospective July-June Variable: retrospective	no	11'900'000	4	2'975'000	2'200'000	6	366'667	Yes	Yes (fix) No (STI/LTI)		Yes	Yes (fix) No (STI/LTI)		97.40%	98.95% (fix) 70.40% (STI/LTI)	
PSP Swiss Property	SMIM	05.04.2018	Prospective AGM to AGM	Prospective next year	yes	4'500'000	3	1'500'000	1'000'000	7	142'857	Yes	Yes	Yes	Yes	Yes	Yes	98.77%	97.96%	93.28%
Straumann	SMIM	04.04.2018	Prospective AGM to AGM	Fix: prospective April-March STI: retrospective last year LTI grant: prospective CY	yes	16'300'000	12	1'358'333	2'400'000	7	342'857	No	Yes (fix) Yes (STI) No (LTI)	No	Yes	Yes (fix) Yes (STI) Yes (LTI)	Yes	95.90%	99.36% (fix) 98.81% (STI) 95.99% (LTI)	76.44%
Sunrise	SMIM	11.04.2018	Prospective AGM to AGM	Prospective next year	yes	11'530'000	10	1'153'000	1'500'000	9	166'667	Yes	Yes	Yes	Yes	Yes	Yes	99.13%	99.06%	85.80%
Swiss Prime Site	SMIM	27.03.2018	Prospective CY	Prospective CY	yes	8'300'000	6	1'383'333	1'700'000	8	212'500	Yes	Yes	Yes	Yes	Yes	Yes	99.06%	98.94%	91.36%
Temenos	SMIM	15.05.2018	Prospective next year	Prospective next year	incl. vote AR	23'100'000	5	4'620'000	5'750'000	8	593'750	No	No	Yes	No	No	No	87.92%	89.88%	97.72%
Aryzta	SMIM																			
Baloise	SMIM	27.04.2018	Prospective next year	Fix: prospective NY Variable: prospective CY	no	8'506'000	5	1'701'200	3'309'000	10	330'900	Yes	Yes (fix) No (STI/LTI)		Yes	Yes (fix) No (STI/LTI)		96.40%	98.10% (fix) 83.9% (STI/LTI)	
Clariant	SMIM	19.03.2018	Prospective AGM to AGM	Prospective next year + CR	yes	17'200'000	4	4'300'000	3'600'000	10	360'000	Yes	No	No	Yes	No	No	94.34%	87.05%	86.14%
Dufry	SMIM	03.05.2018	Prospective AGM to AGM	Prospective next year	yes	37'100'000	7	5'300'000	8'700'000	9	966'667	No	No	No	No	No	No	86.02%	80.24%	91.68%
Kühne + Nagel	SMIM	08.05.2018	Prospective AGM to AGM	Retrospective	yes	20'000'000	8	2'500'000	5'000'000	9	555'556	No	No	No	Yes	Yes	Yes	approved	approved	approved
Logitech	SMIM		Prospective AGM to AGM	Prospective next year																
Partners Group	SMIM	09.05.2018	Prospective AGM to AGM	Prospective NY + CR	yes	30'000'000	7	4'285'714	8'000'000	10	800'000	No	No	No	No	Yes	No	92.45%	96.61%	68.58%
Schindler	SMIM	20.03.2018	Fix: CY Variable: retrospective	Fix: prospective CY STI/LTI: retrospective	no	23'324'000	13	1'794'154	14'226'000	12	1'185'500	No (fix) No (variable)	Yes (fix) No (STI/LTI)		No (fix) No (variable)	Yes (fix) No (STI/LTI)		96.85% (fix) 90.17% (variable)	98.64% (fix) 90.92% (STI/LTI)	
Sonova	SMIM	12.06.2018	Prospective AGM to AGM	Prospective next year + CR	yes	15'100'000	10	1'510'000	3'130'000	9	347'778	Yes	No	No	Yes	Yes	Yes	89.70%	85.30%	82.60%
Vifor Pharma	SMIM	15.05.2018	Prospective next year	Prospective next year	yes	13'000'000	7	1'857'143	6'500'000	8	812'500	No	Yes	No	No	Yes	Yes	92.50%	97.60%	79.20%

Note: unless indicated otherwise, in those cases where several votes on remuneration amounts are conducted and the proxy advisor recommends at least one "OPPOSE", the overall recommendation is shown as NO

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