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Say-on-pay votes
AGM 2019

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
Novartis	SMI	28.02.2019	Prospective AGM to AGM	Prospective current year	Yes	92,000,000	13	7,076,923	8,200,000	12	683,333	Yes	No	Yes	Yes	Yes	Yes	96.80%	93.60%	94.60%
Roche[1]	SMI	05.03.2019	Fix: prospective AGM/AGM Variable: retrospective	Fix/LTI: prospective AGM STI: retrospective	No	38,000,000	6	6,333,333	10,000,000	13	769,231	No (fix) No (bonus Board chair)	No (fix/LTI) No (STI)		No (fix) No (bonus Board chair)	No (fix/LTI) No (STI)		99.60% 99.45% (Bonus Board chair)	99.59% (fix/LTI) 99.59% (STI)	
SGS[1) 4)]	SMI	22.03.2019	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective current year (no vote on LTI in 2019)[4)]	Yes	19,226,988	10	1,922,699	2,260,000	10	226,000	Yes	Yes	Yes	Yes	Yes	Yes	98.09%	80.28% (fix) 97.17% (STI)	94.50%
Schindler	SMIM	26.03.2019	Fix: prospective current year Variable: reprospective	Fix: prospective current year STI/LTI: retrospective	No	21,072,000	7	3,010,286	13,588,000	10	1,358,800	Yes (fix) No (variable)	Yes (fix) No (STI/LTI)		No (fix) No (variable)	Yes (fix) No (STI/LTI)		97.83% (fix) 89.02% (variable)	93.29% (fix) 96.40% (STI/LTI)	
Swiss Prime Site	SMIM	26.03.2019	Prospective current year	Prospective current year	Yes	8,300,000	6	1,383,333	1,800,000	7	257,143	Yes	Yes	Yes	Yes	Yes	Yes	92.23%	97.52%	91.25%
Givaudan	SMI	28.03.2019	Prospective AGM to AGM	Fix/LTI: prospective current year STI: retrospective	Yes	17,778,103	7	2,539,729	2,950,000	7	421,429	Yes	Yes (STI) No (fix/LTI)	No	Yes	Yes (STI) Yes (fix/LTI)	Yes	98.09%	97.80% (STI) 92.06% (fix/LTI)	90.51%
Clariant	SMIM	01.04.2019	Prospective AGM to AGM	Prospective next year	Yes	17,200,000	4	4,300,000	5,000,000	12	416,667	Yes	No	Yes	Yes	No	No	88.30%	91.89%	94.65%
Swisscom	SMI	02.04.2019	Prospective next year	Prospective next year	Yes	9,700,000	7	1,385,714	2,500,000	9	277,778	Yes	Yes	Yes	Yes	Yes	Yes	98.06%	98.30%	95.93%
Geberit	SMI	03.04.2019	Prospective AGM to AGM	Prospective next year	Yes	11,500,000	7	1,642,857	2,350,000	6	391,667	Yes	Yes	Yes	Yes	Yes	Yes	95.99%	96.92%	94.30%
Zurich Insurance Group	SMI	03.04.2019	Prospective AGM to AGM	Prospective next year	Yes	74,700,000	11	6,790,909	4,890,000	11	444,545	Yes	No	No	Yes	No	No	97.54%	90.12%	88.20%
PSP Swiss Property	SMIM	04.04.2019	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	99.46%	97.51%	92.82%
Straumann	SMIM	05.04.2019	Prospective AGM to AGM	Fix: prospective AGM to AGM STI: retrospective LTI: prospective current year	Yes	17,300,000	12	1,441,667	2,700,000	7	385,714	No	Yes (fix) Yes (STI) No (LTI)	Yes	Yes	Yes (fix) Yes (STI) Yes (LTI)	Yes	95.05%	86.28% (fix) 99.23% (STI) 87.04% (LTI)	97.40%
OC Oerlikon	SMIM	09.04.2019	Prospective AGM to AGM	Fix: prospective July-June Variable: retrospective	Yes	10,500,000	4	2,625,000	2,600,000	7	371,429	Yes	Yes (fix) No (STI/LTI)	Yes	Yes	Yes (fix) Yes (variable)	No	99.24%	98.31% (fix) 95.08% (variable)	95.35%
Sika	SMI	09.04.2019	Prospective AGM to AGM	Prospective next year	Yes	19,500,000	8	2,437,500	3,300,000	8	412,500	Yes	Yes	Yes	Yes	Yes	Yes	97.61%	95.67%	72.36%
Julius Bär	SMIM	10.04.2019	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective current year	Yes	18,043,368	6	3,007,228	3,847,476	10	384,748	Yes	Yes (fix) Yes (STI) No (LTI)	No	Yes	Yes (fix) No (STI) Yes (LTI)	Yes	98.57%	97.22% (fix) 93.84% (STI) 91.65% (LTI)	89.82%
Sunrise	SMIM	10.04.2019	Prospective AGM to AGM	Prospective next year	Yes	13,500,000	8	1,687,500	1,490,000	8	186,250	Yes	Yes	Yes	Yes	Yes	Yes	97.85%	77.74%	97.12%
Nestlé	SMI	11.04.2019	Prospective AGM to AGM	Prospective next year	Yes	55,000,000	12	4,583,333	10,000,000	13	769,231	No	No	No	No	Yes	Yes	90.12%	92.19%	86.54%
Adecco	SMI	16.04.2019	Prospective AGM to AGM	Prospective next year	Yes	35,000,000	12	2,916,667	5,100,000	8	637,500	No	No	No	Yes	Yes	Yes	92.62%	94.83%	86.53%
Bucher Industries	SMIM	17.04.2019	Prospective AGM to AGM	Fix: prospective next year STI/LTI: retrospective	Yes	7,900,000	10	790,000	1,500,000	7	214,286	Yes	Yes (fix) Yes (variable)	Yes	Yes	Yes (fix) Yes (variable)	Yes	94.73%	98.52% (fix) 96.95% (variable)	95.97%
Georg Fischer	SMIM	17.04.2019	Prospective AGM to AGM	Prospective next year	Yes	10,531,000	5	2,106,200	3,750,000	9	416,667	Yes	No	No	Yes	Yes	Yes	97.29%	87.92%	85.46%
Swiss Re	SMI	17.04.2019	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	48,339,563	14	3,857,588	9,900,000	13	761,538	No	No (STI) No (fix/LTI)	No	Yes	Yes (STI) Yes (fix/LTI)	No	89.98%	89.57% (STI) 87.59 (fix/LTI)	89.92%
Lonza	SMI	18.04.2019	Prospective AGM to AGM	Fix: prospective July-June STI: retrospective LTI: prospective current year	Yes	23,666,000	4	5,916,500	2,860,000	9	317,778	Yes	Yes (fix) Yes (STI) No (LTI)	No	Yes	Yes (fix) Yes (STI) Yes (LTI)	Yes	95.40%	97.11% (fix) 96.40% (STI) 90.98% (LTI)	88.90%
Flughafen Zurich	SMIM	25.04.2019	Prospective next year	Prospective next year	Yes	4,500,000	5	900,000	1,700,000	5	340,000	Yes	Yes	Yes	Yes	Yes	Yes	97.77%	96.68%	96.01%
Baloise	SMIM	26.04.2019	Prospective next year	Fix: prospective next year Variable: prospective current year	No	9,971,426	6	1,661,904	3,307,000	10	330,700	Yes	Yes (fix) No (variable)		Yes	Yes (fix) No (variable)		97.30%	97.5% (fix) 94.2% (STI/LTI)	
Credit Suisse	SMI	26.04.2019	Prospective AGM to AGM	Fix: prospective AGM to AGM STI: retrospective LTI: prospective current year	Yes	91,800,000	12	7,650,000	12,000,000	13	923,077	No	No (fix) No (STI) No (LTI)	No	No	Yes (fix) No (STI) No (LTI)	No	86.76%	86.86% (fix) 84.86% (STI) 84.47% (LTI)	82.14%
Swiss Life	SMI	30.04.2019	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	18,475,000	7	2,639,286	3,200,000	12	266,667	Yes	Yes	Yes	Yes	Yes	Yes	97.53%	93.87% (STI) 96.49% (fix/LTI)	90.07%
ABB	SMI	02.05.2019	Prospective AGM to AGM	Prospective next year	Yes	55,500,000	12	4,625,000	4,700,000	11	427,273	Yes	No	No	Yes	No	No	98.06%	90.59%	83.68%
Lindt	SMIM	02.05.2019	Prospective AGM to AGM	Prospective next year	Yes	18,000,000	6	3,000,000	5,300,000	6	883,333	No	No	No	No	Yes	No	92.40%	94.30%	86.90%
UBS	SMI	02.05.2019	Prospective AGM to AGM	Fix: prospective next year Variable: retrospective	Yes	106,300,000	13	8,176,923	14,500,000	12	1,208,333	No	No (fix) No (STI/LTI)	No	No	Yes (fix) No (variable)	No	85.93%	86.72% (fix) 81.44% (variable)	79.38%
Helvetia	SMIM	03.05.2019	Prospective AGM to AGM	Fix: prospective July-June Variable: retrospective	No	12,850,000	11	1,168,182	3,000,000	10	300,000	Yes	Yes (fix) Yes (STI)		Yes	Yes		98.70%	98.03% (fix) 95.61% (variable)	
Kühne + Nagel	SMIM	07.05.2019	Prospective AGM to AGM	Prospective next year	Yes	20,000,000	8	2,500,000	5,000,000	8	625,000	Yes	No	No	Yes	Yes	Yes	approved	approved	approved
GAM Holding[2)]	SPI	08.05.2019	Prospective AGM to AGM	Fix: prospective current year Variable: retrospective	Yes	11,581,373	14	827,241	2,350,000	7	335,714	No	No (fix) No (variable)	No	Yes	Yes (fix) Yes (variable)	Yes	90.59%	90.60% (fix) 90.26% (variable)	72.06%
Vifor Pharma	SMIM	08.05.2019	Prospective next year	Prospective next year	Yes	17,000,000	7	2,428,571	6,500,000	7	928,571	No	No	No	No	Yes	Yes	92.70%	95.20%	92.50%
Dufry	SMIM	09.05.2019	Prospective AGM to AGM	Prospective next year	Yes	42,530,000	10	4,253,000	8,500,000	8	1,062,500	No	No	No	No	No	No	89.81%	71.16%	89.01%
LafargeHolcim	SMI	15.05.2019	Prospective AGM to AGM	Prospective next year	Yes	40,000,000	9	4,444,444	5,100,000	11	463,636	Yes	No	No	Yes	Yes	Yes	98.54%	92.71%	75.82%
Partners Group[1) 3)]	SMIM	15.05.2019	Prospective AGM to AGM	Fix/STI: prospective current year and next year LTI: retrospective (no vote on LTI in 2019)[3)]	Yes	7,500,000	6	1,250,000	3,250,000	9	361,111	No	No	No	Yes	Yes	No	92.45%	95.96%	69.15%
Temenos	SMIM	15.05.2019	Prospective next year	Prospective next year	incl. vote AR	$27,200,000	6	$4,533,333	$7,800,000	8	$975,000	No	No	Yes	No	No	No	93.18%	83.56%	98.24%
VAT Group	SMIM	16.05.2019	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	4,198,992	3	1,399,664	920,000	6	153,333	Yes	Yes (fix) Yes (STI) Yes (LTI)	Yes	Yes	Yes	Yes	97.53%	99.04% (fix) 99.08% (STI) 92.39% (LTI)	97.94%
Swatch	SMI	23.05.2019	Fix: Prospective AGM to AGM Variable: retrospective	Fix: prospective current year Variable: retrospective	No	25,887,863	7	3,698,266	11,776,200	6	1,962,700	Yes (fix) No (variable)	Yes (fix) No (variable)		Yes (fix) No (variable)	No (fix) No (variable)		approved	approved	
AMS	SMIM	05.06.2019										Yes								
Sonova	SMIM	13.06.2019	Prospective AGM to AGM	Prospective next year	Yes	15,300,000	9	1,700,000	2,900,000	8	362,500	Yes	No	Yes	Yes	Yes	Yes	74.00%	80.60%	81.80%
Richemont	SMI	11.09.2019	Prospective AGM to AGM	Fix: prospective next year Variable: prospective current year	No	34,900,000	7	4,985,714	9,250,000	20	462,500	Yes	No (fix) No (variable)		Yes	Yes (fix) No (variable)		approved	approved	approved
BB Biotech[1)]	SMIM	21.03.2019	Prospective AGM to AGM		No				1,160,000	4	290,000	No			Yes			87.58%		
EMS Chemie	SMIM	10.08.2019	Retrospective	Retrospective current year	No	3,141,079	4	785,270	835,884	5	167,177	Yes	Yes		Yes	Yes		99.73%	94.79%	
Logitech	SMIM	04.09.2019	Prospective AGM to AGM	Prospective next year	Yes	28,600,000	3	9,533,333	4,900,000	11	445,455	No	No	No	Yes	No	No	92.08%	82.09%	80.56%
dormakaba	SMIM	22.10.2019	Prospective AGM to AGM	Prospective next year	Yes	18,000,000	9	2,000,000	2,390,000	10	239,000	Yes	Yes	Yes	Yes	Yes	Yes	approved	approved	approved
Barry Callebaut	SMIM	11.12.2019	Prospective AGM to AGM	Fix: prospective next year Variable: retrospective	Yes	26,200,000	9	2,911,111	6,636,940	8	829,618	No	No (fix) No (variable)	No	No	Yes (fix) No (variable)	No	95.12%	96.90% (fix) 76.31% (variable)	70.72%
Alcon	SMI						7			10										

1) Excluding social contributions
2) Including a one-time replacement award
3) Due to the transition to a new voting structure, two votes on fix/STI compensation and no vote on LTI were submitted at the 2019 AGM. The "EC amount requested" reported in the table includes only the fix/STI budget for next year
4) LTI is granted every three year; no grant in 2019, therefore no LTI budget has been submitted to vote at the 2019 AGM

This overview has been created by Agnès Blust Consulting on the basis of the published invitations to the Annual General Meetings in 2019.
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