

OVERVIEW OF COMPENSATION VOTES AGM 2020

Information as of 15 December 2020

Company	Index	AGM date	SoP BoD Structure	SoP EC Structure	Consultative vote Comp Report	Board amount requested (total)	Number of Board members	Board amount per member	EC amount requested (total)	Number of EC members	EC amount per member	Ethos comp report	Ethos SoP BoD	Ethos SoP EC	Inrate comp report	Inrate SoP BoD	Inrate SoP EC	AGM comp report	AGM SoP BoD	Consolidated AGM SoP BoD*	AGM SoP EC	Consolidated AGM SoP EC*
Novartis	SMI	28.02.2020	Prospective AGM to AGM	Prospective next year	Yes	9,000,000	14	642,857	93,000,000	13	7,153,846	No	Yes	No	No	Yes	No	92.20%	96.90%	96.90%	91.90%	91.90%
Roche ¹⁾	SMI	17.03.2020	Fix: prospective AGM to AGM Variable: retrospective	Fix/LTI: prospective AGM STI: retrospective	No	10,558,390	12	879,866	48,141,950	6	8,023,658	No	No (bonus Board chair)	No (fix/LTI) No (STI)	No	No (bonus Board chair)	No (fix/LTI) No (STI)	99.03% (Bonus Board chair)	99.35%	99.35%	99.66% (fix/LTI) 99.69% (STI)	99.68%
Schindler	SMIM	19.03.2020	Fix: prospective current year Variable: retrospective	Fix: prospective current year STI/LTI: retrospective	No	10,889,000	11	989,909	22,914,000	12 (2019) 13 (2020)	1,835,141	No	Yes (fix) No (variable)	Yes (fix) No (STI/LTI)	Yes	No (fix) No (variable)	Yes (fix) No (STI/LTI)	96.66% (fix) 90.48% (variable)	93.57%	93.57%	97.06% (fix) 95.99% (STI/LTI)	96.53%
BB Biotech ¹⁾	SMIM	19.03.2020	Prospective AGM to AGM		No	1,285,000	4	321,250				No			Yes	Yes		approved				
Swiss Prime Site	SMIM	24.03.2020	Prospective current year	Prospective current year	Yes	1,800,000	7	257,143	8,300,000	5	1,660,000	Yes	Yes	Yes	Yes	Yes	Yes	87.31%	97.49%	97.49%	97.46%	97.46%
SGS ¹⁾	SMI	24.03.2020	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective current year (no vote on LTI in 2020) ²⁾	Yes	2,300,000	10	230,000	21,002,429	23 (2019) 22 (2020)	940,817	Yes	Yes	Yes (fix) Yes (variable)	Yes	Yes	Yes (fix) Yes (variable)	93.05%	98.13%	98.13%	95.58% (fix) 97.39% (variable)	96.49%
Givaudan	SMI	25.03.2020	Prospective AGM to AGM	Fix/LTI: prospective current year STI: retrospective	Yes	3,400,000	9	377,778	19,569,632	7	2,795,662	No	Yes	Yes (STI) No (fix/LTI)	Yes	Yes	Yes (STI) Yes (fix/LTI)	91.85%	98.22%	98.22%	97.89% (STI) 93.36% (fix/LTI)	95.63%
ABB	SMI	26.03.2020	Prospective AGM to AGM	Prospective next year	Yes	4,700,000	11	427,273	39,500,000	9	4,388,889	No	Yes	No	No	Yes	Yes	84.63%	98.88%	98.88%	93.59% (fix/LTI) 93.59%	93.59%
Geberit	SMI	01.04.2020	Prospective AGM to AGM	Prospective next year	Yes	2,350,000	6	391,667	11,500,000	6	1,916,667	Yes	Yes	Yes	Yes	Yes	Yes	88.75%	97.16%	97.16%	95.27%	95.27%
Zurich Insurance Group	SMI	01.04.2020	Prospective AGM to AGM	Prospective next year	Yes	5,670,000	11	515,455	78,200,000	11	7,109,091	No	No	No	No	Yes	No	86.39%	87.17%	87.17%	88.01%	88.01%
Swisscom	SMI	06.04.2020	Prospective next year	Prospective next year	Yes	2,500,000	9	277,778	8,700,000	6	1,450,000	Yes	Yes	Yes	Yes	Yes	Yes	96.29%	98.14%	98.14%	97.88%	97.88%
Straumann	SMIM	07.04.2020	Prospective AGM to AGM	Fix: prospective April-March STI: retrospective LTI: prospective current year	Yes	2,700,000	8	337,500	18,500,000	14	1,321,429	No	No	Yes (fix) Yes (STI) No (LTI)	Yes	Yes	Yes (fix) Yes (STI) Yes (LTI)	89.45%	96.53%	96.53%	97.43% (fix) 98.40% (STI) 95.82% (LTI)	97.22%
OC Oerlikon ¹⁾	SMIM	07.04.2020	Prospective AGM to AGM	Fix: prospective July-June Variable: retrospective	Yes	2,600,000	7	371,429	9,100,000	4	2,275,000	No	No	Yes (fix) No (STI/LTI)	Yes	Yes	Yes (fix) Yes (variable)	88.81%	96.32%	96.32%	98.35% (fix) 93.61% (variable)	95.98%
Tecan	SMIM	07.04.2020	Prospective AGM to AGM	Prospective next year	Yes	1,450,000	7	207,143	18,500,000	9	2,055,556	No	Yes	No	No	Yes	No	81.21%	93.12%	93.12%	93.74% (fix/LTI) 93.74%	93.74%
SGS Combibloc	SMIM	07.04.2020	Prospective AGM to AGM	Prospective next year	Yes	2,100,000	7	300,000	18,000,000	7	2,571,429	No	Yes	No	No	Yes	No	81.10%	98.74%	98.74%	91.57%	91.57%
Sunrise	Other	08.04.2020	Prospective AGM to AGM	Prospective next year	Yes	1,490,000	8	186,250	13,500,000	9	1,500,000	No	Yes	No	Yes	Yes	Yes	92.17%	92.17%	92.17%	86.01%	86.01%
PSP Swiss Property	SMIM	09.04.2020	Prospective AGM to AGM	Prospective next year	Yes	1,000,000	8	125,000	4,150,000	3	1,383,333	Yes	Yes	Yes	Yes	Yes	Yes	76.90%	93.14%	93.14%	88.66%	88.66%
Georg Fischer	SMIM	15.04.2020	Prospective AGM to AGM	Prospective next year	Yes	3,450,000	8	431,250	10,531,000	5	2,106,200	Yes	Yes	No	Yes	Yes	Yes	90.98%	92.33%	92.33%	89.42%	89.42%
Cembra Money Bank	SMIM	16.04.2020	Prospective AGM to AGM	Prospective next year	Yes	1,450,000	6	241,667	6,400,000	7	914,286	Yes	Yes	Yes	Yes	Yes	Yes	88.50%	99.04%	99.04%	97.22%	97.22%
Adecco	SMIM	16.04.2020	Prospective AGM to AGM	Prospective next year	Yes	5,100,000	8	637,500	35,000,000	11	3,181,818	No	No	No	Yes	Yes	Yes	79.66%	94.32%	94.32%	93.32%	93.32%
Swiss Re	SMI	17.04.2020	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	10,300,000	14	735,714	51,144,529	13 (2019) 14 (2021)	3,730,898	Yes	No	No (STI) No (fix/LTI)	No	No	Yes (STI) Yes (fix/LTI)	87.70%	84.70%	84.70%	85.50% (fix/LTI) 85.50%	85.95%
Sika	SMI	21.04.2020	Prospective AGM to AGM	Prospective next year	Yes	3,300,000	8	412,500	19,500,000	8	2,437,500	Yes	Yes	Yes	Yes	Yes	Yes	93.97%	98.19%	98.19%	98.69%	98.69%
Nestlé	SMI	23.04.2020	Prospective AGM to AGM	Prospective next year	Yes	10,000,000	13	769,231	55,000,000	12	4,583,333	No	Yes	No	No	Yes	No	89.42%	95.47%	95.47%	91.42%	91.42%
Bucher Industries	Other	24.04.2020	Prospective AGM to AGM	Fix: prospective next year Variable: retrospective	Yes	1,500,000	7	214,286	7,500,000	10	750,000	Yes	Yes	Yes (fix) Yes (variable)	Yes	Yes	Yes (fix) Yes (variable)	92.83%	97.02%	97.02%	98.59% (fix) 96.88% (variable)	97.74%
Helvetia	SMIM	24.04.2020	Prospective AGM to AGM	Fix: prospective July-June Variable: retrospective	No	3,000,000	10	300,000	13,250,000	11	1,204,545	Yes	Yes	Yes (STI) Yes (fix)	Yes	Yes	Yes (fix) Yes (variable)	98.10%	98.10%	98.10%	90.89% (variable) 90.89%	93.22%
Lindt	SMIM	24.04.2020	Prospective AGM to AGM	Prospective next year	Yes	3,200,000	6	533,333	18,000,000	7	2,571,429	No	No	No	No	No	Yes	82.90%	95.00%	95.00%	93.10%	93.10%
Baloise	SMIM	24.04.2020	Prospective next year	Fix: prospective next year Variable: prospective current year	No	3,377,257	10	337,726	9,156,772	5 (2021) 6 (2020)	1,704,878	Yes	Yes	Yes (fix) Yes (variable)	Yes	Yes	Yes (fix) No (variable)	97.30%	97.30%	97.30%	96.80% (fix) 77.90% (variable)	87.35%
Swiss Life	SMI	28.04.2020	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	3,200,000	12	266,667	18,090,000	7	2,584,286	Yes	Yes	Yes (STI) Yes (fix/LTI)	Yes	Yes	Yes (fix) Yes (fix/LTI)	85.25%	96.98%	96.98%	97.69% (STI) 96.29 (fix/LTI)	96.95%
Lonza	SMI	28.04.2020	Prospective AGM to AGM	Fix: prospective July-June STI: retrospective LTI: prospective current year	Yes	2,926,600	9	325,178	21,831,900	5.4 (2020-2021) 5.7 (2020) 5.1 (2019)	3,970,547	No	Yes	Yes (STI) No (LTI)	Yes	Yes	Yes (STI) Yes (LTI)	89.75%	97.05%	97.05%	97.70% (STI) 89.31% (LTI)	94.25%
UBS	SMI	29.04.2020	Prospective AGM to AGM	Fix: prospective next year Variable: retrospective	Yes	13,000,000	11	1,181,818	103,250,000	13	7,942,308	No	No	No (fix) No (variable)	No	No	Yes (fix) No (variable)	84.63%	87.93%	87.93%	91.34% (fix) 83.75% (variable)	87.55%
Credit Suisse	SMI	30.04.2020	Prospective AGM to AGM	Fix: prospective AGM to AGM STI: retrospective LTI: prospective current year	Yes	12,000,000	13	923,077	82,000,000	12	6,833,333	No	No	No (fix) No (STI) No (LTI)	No	No	Yes (fix) No (STI) No (LTI)	79.21%	87.09%	87.09%	88.43% (fix) 84.56% (STI) 86.54% (LTI)	86.51%
Kühne + Nagel	SMIM	05.05.2020	Prospective AGM to AGM	Prospective next year	Yes	5,000,000	8	625,000	20,000,000	8	2,500,000	No	Yes	No	No	Yes	Yes	approved	approved	approved	approved	approved
Alcon	SMI	06.05.2020	Prospective AGM to AGM	Prospective next year	Yes	3,320,000	10	332,000	35,300,000	7	5,042,857	No	Yes	No	No	Yes	Yes	91.41%	97.55%	97.55%	93.61%	93.61%
LafargeHolcim	SMI	12.05.2020	Prospective AGM to AGM	Prospective next year	Yes	5,400,000	12	450,000	42,500,000	10	4,250,000	No	Yes	No	Yes	Yes	Yes	92.09%	98.02%	98.02%	93.02%	93.02%
Partners Group ¹⁾	SMI	13.05.2020	Fix: prospective AGM to AGM LTI/indirect benefits: retrospective	Fix/STI: prospective next year LTI/indirect benefits: retrospective	Yes	13,190,000	8 (2020-21) 9 (2019-20)	1,507,222	24,100,000	6	4,016,667	No	No (fix) No (LTI) No (other)	No (fix/STI) No (LTI) Yes (other)	No	Yes (fix) No (benefits)	Yes (fix/STI) No (LTI) Yes (benefits)	63.99%	88.58% (LTI) 89.32% (benefits)	88.52%	90.86% (fix) 97.64% (benefits)	94.76%
VAT Group	SMIM	14.05.2020	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	1,006,000	7	143,714	4,128,978	3	1,376,326	Yes	Yes	Yes (STI) Yes (LTI)	Yes	Yes	Yes (fix) Yes (fix)	92.59%	99.03%	99.03%	98.22% (STI) 98.22% (LTI)	97.67%
Vifor Pharma	SMIM	14.05.2020	Prospective next year	Prospective next year	Yes	4,000,000	7	571,429	18,500,000	8	2,312,500	No	No	No	No	Yes	Yes	91.70%	95.20%	95.20%	94.70%	94.70%
Swatch ¹⁾	SMI	14.05.2020	Fix: prospective AGM to AGM Variable: retrospective	Fix: prospective current year Variable: retrospective	No	9,901,840	6	1,650,307	20,836,131	19 (2020) 15 (2019)	1,309,075	Non-exec. members Yes (fix) Exec. members Yes (fix) No (variable)			Yes (fix) No (variable)	Yes (fix) No (variable)	95.13% (fix) Exec. members 96.79% (fix) 70.99% (variable)	87.64%	87.64%	87.64%	97.28% (fix) 71.04% (variable)	84.16%
Julius Bär	SMIM	16.04.2020 18.05.2020	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective current year	Yes	4,044,292	11	367,663	23,428,006	7 (2019) 6 (2020) 9 (2021)	3,215,853	No	Yes	Yes (STI) No (LTI)	No	Yes	Yes (fix) No (STI) Yes (LTI)	79.38%	97.79%	97.79%	93.88% (fix) 90.07% (STI) 91.17% (LTI)	91.71%
Dufry	SMIM	07.05.2020 18.05.2020	Prospective AGM to AGM	Prospective next year	Yes	8,500,000	9	944,444	34,000,000	10	3,400,000	No	No	No	No	No	No	88.53%	89.39%	89.39%	91.46%	91.46%
Galenica	SMIM	19.05.2020	Prospective next year	Prospective next year	Yes	1,900,000	7	271,429	6,300,000	5	1,260,000	Yes	Yes	Yes	Yes	Yes	Yes	96.30%	91.80%	91.80%	97.10%	97.10%
Temenos	SMIM	20.05.2020	Prospective next year	Prospective next year	incl. vote AR	7,800,000	7	1,114,286	28,400,000	6	4,733,333	Yes	No	No	No	No	No	96.99%	86.15%	86.15%	79.83%	79.83%
AMS	SMIM	03.06.2020 16.04.2020	Prospective next year	Prospective next year	Yes							No	Yes	Yes	Yes	Yes	Yes	99.97%	99.97%	99.97%	99.97%	99.97%
Flughafen Zurich	SMIM	11.06.2020	Prospective next year	Prospective next year	Yes	1,700,000	7	242,857	4,500,000	5	900,000	Yes	Yes	Yes	Yes	Yes	Yes	94.39%	96.80%	96.80%	96.63%	96.63%
Sonova ¹⁾	SMIM	11.06.2020	Prospective AGM to AGM	Prospective next year	Yes	2,600,000	9	288,889	15,200,000	9	1,688,889	Yes	Yes	Yes	Yes	Yes	Yes	87.60%	88.00%	88.00%	85.70%	85.70%</