

## OVERVIEW OF COMPENSATION VOTES AGM 2021

Information as of 27 October 2021

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	02-Mar-21	Prospective AGM to AGM	Prospective next year	Yes	8,600,000	13	661,538	91,000,000	12	7,583,333	No	Yes	No	No	Yes	No	91.03%	96.84%	96.84%	92.09%	92.09%
Roche <sup>1)</sup>	SMI	16-Mar-21	Fix: prospective AGM to AGM Variable: retrospective	Fix/LTI: prospective AGM to AGM STI: retrospective	No	10,837,585	12	903,132	46,041,950	6 (2021) 5 (2021)	8,873,658	No (bonus Board chair)	No (bonus Board chair)	No (STI)	No (bonus Board chair)	No (bonus Board chair)	No (STI)	99.51%	99.48%	99.48%	99.41% (fix/LTI) 99.73% (STI)	99.57%
BB Biotech <sup>1)</sup>	SMIM	18-Mar-21	Prospective AGM to AGM	Prospective AGM to AGM	No	1,420,000	5	284,000				Yes (fix)	Yes (fix)	No (fix/LTI)	Yes (fix)	Yes (fix)	Yes (fix)	Approved	98.26% (fix)	92.48%	97.77% (fix)	96.41%
Schindler	SMIM	23-Mar-21	Fix: prospective current year Variable: retrospective	Fix: prospective current year STI/LTI: retrospective	No	11,632,000	12 (2021) 12 (2022)	969,333	22,855,000	10 (2020) 12.75 (2021)	2,035,304	Yes (fix)	No (variable)	No (STI/LTI)	No (fix)	Yes (fix)	Yes (fix)	98.26% (fix)	92.48%	92.48%	95.05% (STI/LTI)	96.41%
Swiss Prime Site	SMIM	23-Mar-21	Prospective current year	Prospective current year	Yes	1,800,000	7	257,143	8,300,000	20 (2020) 18 (2021) 18 (2022)	1,383,333	Yes	Yes	Yes	Yes	Yes	Yes	85.41%	97.69%	97.69%	97.28%	97.28%
SGS <sup>1)</sup>	SMI	23-Mar-21	Prospective AGM to AGM	Fix/LTI: prospective current year STI: retrospective	Yes	2,300,000	8	287,500	43,120,254	18 (2021) 18 (2022)	2,378,235	Yes	Yes	Yes (STI) Yes (LTI)	Yes	Yes	Yes (STI) Yes (LTI)	92.70%	95.51%	95.51%	96.95% (STI) 96.40% (LTI)	96.03%
Givaudan	SMI	25-Mar-21	Prospective AGM to AGM	Fix/LTI: prospective current year STI: retrospective	Yes	3,250,000	8	406,250	20,212,783	7	2,887,540	No	Yes	No (fix/LTI)	Yes	Yes	Yes (STI) Yes (LTI)	92.17%	98.27%	98.27%	93.29% (fix/LTI)	95.10%
ABB	SMI	25-Mar-21	Prospective AGM to AGM	Prospective next year	Yes	4,400,000	10	440,000	40,000,000	9	4,444,444	No	Yes	No	No	Yes	Yes	90.23%	98.37%	98.37%	92.68%	92.68%
Swisscom	SMI	31-Mar-21	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	95.07%	98.68%	98.68%	96.59%	96.59%
PSP Swiss Property	SMIM	31-Mar-21	Prospective AGM to AGM	Prospective next year	Yes	1,000,000	7	142,857	4,150,000	3	1,383,333	Yes	Yes	Yes	Yes	Yes	Yes	75.02%	89.39%	89.39%	83.57%	83.57%
Zurich Insurance Group	SMI	07-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	5,910,000	12	492,500	79,800,000	11	7,254,545	No	Yes	No	No	Yes	No	78.06%	97.14%	97.14%	86.88%	86.88%
Clariant	SMIM	07-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	5,000,000	11	454,545	16,000,000	4	4,000,000	No	Yes	No	No	Yes	No	92.55%	92.82%	92.82%	93.39%	93.39%
Adecco	SMIM	08-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	5,100,000	8	637,500	32,000,000	10	3,200,000	No	Yes	No	Yes	Yes	No	90.06%	91.94%	91.94%	92.13%	92.13%
UBS	SMI	08-Apr-21	Prospective AGM to AGM	Fix: prospective next year Variable: retrospective	Yes	13,000,000	12	1,083,333	118,000,000	12 (2020) 13 (2022)	9,288,462	No	No	No (fix) No (variable)	No	No	Yes (fix) No (variable)	85.72%	91.09%	91.09%	91.79% (fix) 84.76% (variable)	88.28%
Straumann	SMIM	09-Apr-21	Prospective AGM to AGM	Fix: prospective next year STI: retrospective LTI: prospective current year	Yes	2,700,000	8	337,500	15,600,000	13 (2021) 13.5 (Apr-Mar)	1,161,352	No	No	Yes (STI) No (LTI)	Yes	Yes	Yes (STI) Yes (LTI)	80.49%	95.53%	95.53%	85.60% (STI) 94.96% (LTI)	92.26%
OC Oerlikon <sup>1)</sup>	SMIM	13-Apr-21	Prospective AGM to AGM	Fix: prospective Variable: retrospective	Yes	2,600,000	7	371,429	7,400,000	4 (2020) 6 (2021)	1,516,667	No	No	Yes (fix) No (variable)	No	Yes	Yes (fix) No (variable)	85.40%	94.82%	94.82%	90.35% (variable)	93.99%
Tecan	SMIM	13-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	1,300,000	6	216,667	18,500,000	9	2,055,556	No	Yes	No	No	Yes	No	84.37%	95.89%	95.89%	86.40%	86.40%
Julius Bär	SMIM	14-Apr-21	Prospective AGM to AGM	Fix: prospective next year STI: retrospective Deferred STI: prospective current year	Yes	3,854,552	10	385,455	32,374,062	10 (2020) 9 (2021) 9 (2022)	3,467,705	No	Yes	Yes (fix) Yes (STI) No (Deferred STI)	No	Yes	Yes (fix) No (STI) Yes (Deferred STI)	85.56%	95.62%	95.62%	92.21% (fix) 92.15% (STI) 89.92% (Deferred STI)	91.43%
Geberit	SMI	15-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	2,350,000	6	391,667	11,500,000	6	1,916,667	No	Yes	Yes	Yes	Yes	Yes	86.60%	98.41%	98.41%	96.29%	96.29%
Nestlé	SMI	15-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	10,000,000	13	769,231	57,500,000	13	4,423,077	No	Yes	No	No	Yes	No	86.79%	96.17%	96.17%	90.33%	90.33%
Swiss Re	SMI	16-Apr-21	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	10,300,000	14	735,714	51,594,666	15 (2020) 13 (2021)	3,814,003	No	No	No (STI) No (fix/LTI)	No	No	Yes (STI) Yes (fix/LTI)	74.80%	87.30%	87.30%	88.70% (STI) 88.10% (fix/LTI)	88.40%
Sika	SMI	20-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	3,300,000	8	412,500	21,500,000	9	2,388,889	Yes	Yes	Yes	Yes	Yes	Yes	97.14%	98.55%	98.55%	99.17%	99.17%
SiG Combibloc	SMIM	21-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	2,300,000	9	255,556	17,000,000	7	2,500,000	No	Yes	No	Yes	Yes	Yes	84.06%	94.85%	94.85%	89.00%	89.00%
Georg Fischer	SMIM	21-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	3,140,000	7	448,571	10,829,000	5	2,165,800	Yes	Yes	Yes	Yes	Yes	Yes	97.30%	97.70%	97.70%	98.20%	98.20%
Cembra Money Bank	SMIM	22-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	1,450,000	7	207,143	6,400,000	7	914,286	Yes	Yes	Yes	Yes	Yes	Yes	86.02%	98.16%	98.16%	98.02%	98.02%
Flughafen Zurich	SMIM	22-Apr-21	Prospective next year	Prospective next year	Yes	1,700,000	8	212,500	5,500,000	6	916,667	No	Yes	Yes	Yes	Yes	Yes	90.44%	97.12%	97.12%	94.60%	94.60%
Swiss Life <sup>1)</sup>	SMI	23-Apr-21	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	3,200,000	11	290,909	17,470,000	7 (2020) 7 (2022)	2,495,714	Yes	Yes	Yes (STI) Yes (fix/LTI)	Yes	Yes	Yes (STI) Yes (fix/LTI)	84.15%	96.97%	96.97%	96.24% (fix/LTI)	96.77%
Alcon	SMI	28-Apr-21	Prospective AGM to AGM	Prospective next year	Yes	3,320,000	10	332,000	38,400,000	7	5,485,714	Yes	Yes	No	No	Yes	Yes	95.65%	95.65%	95.65%	88.00%	88.00%
Helvetia	SMIM	30-Apr-21	Prospective AGM to AGM	Fix: prospective July-June Variable: retrospective	No	3,100,000	10	310,000	11,600,000	9 (Jul 21 - Jun 22) 9.25 (2020)	1,278,378	Yes	Yes	Yes (STI) Yes (fix)	Yes	Yes	Yes (fix) Yes (variable)	97.38%	97.38%	97.38%	90.52% (variable)	93.84%
Baloise	SMIM	30-Apr-21	Prospective next year	Fix: prospective next year Variable: prospective current year	Yes	3,400,000	10	340,000	8,793,640	5	1,758,728	Yes	Yes	Yes (fix) Yes (variable)	Yes	Yes	Yes (fix) Yes (variable)	78.28%	97.54%	97.54%	97.98% (fix) 93.52% (variable)	95.75%
Credit Suisse	SMI	30-Apr-21	Prospective AGM to AGM	Fix: prospective AGM to AGM STI: retrospective (item removed) LTI: prospective current year (item removed)	Yes	12,000,000	13	923,077	31,000,000	12	2,583,333	No	No	No (fix)	No	No	Yes (fix)	82.45%	82.44%	82.44%	90.55% (fix) Removed (STI) Removed (LTI)	90.55%
Lindt	SMIM	04-May-21	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	85.60%	93.60%	93.60%	92.80%	92.80%
Kühne + Nagel	SMIM	04-May-21	Prospective AGM to AGM	Prospective current year	Yes	5,500,000	8	687,500	22,000,000	8	2,750,000	No	No	No	No	No	Yes	Approved	Approved	Approved	Approved	Approved
Holcim	SMI	04-May-21	Prospective AGM to AGM	Prospective next year	Yes	5,200,000	12	433,333	42,500,000	10	4,250,000	No	Yes	No	No	Yes	Yes	91.43%	96.42%	96.42%	92.26%	92.26%
Lonza	SMI	06-May-21	Prospective AGM to AGM	Fix: prospective July-June STI: retrospective LTI: prospective current year	Yes	2,677,000	8	334,625	19,404,635	7 (2021-2022) 6.25 (2021) 3.3 (2020)	3,483,539	No	Yes	Yes (fix) Yes (STI) No (LTI)	Yes	Yes	Yes (fix) Yes (STI) Yes (LTI)	89.93%	99.07%	99.07%	96.33% (fix) 98.59% (STI) 92.74% (LTI)	95.89%
Vifor Pharma	SMIM	06-May-21	Prospective next year	Prospective next year	Yes	4,000,000	7	571,429	19,500,000	8	2,437,500	No	No	No	No	Yes	Yes	86.83%	92.39%	92.39%	90.35%	90.35%
Swatch <sup>1)</sup>	SMI	11-May-21	Non-exec. dir. Fix: prospective AGM to AGM Exec. dir. Fix: prospective current year Variable: retrospective	Fix: prospective current year Variable: retrospective	No	7,566,960	6	1,261,160	16,398,170	18 (2021) 17 (2020)	945,971	Non-exec. members Yes (fix) Exec. members Yes (fix) No (variable)	Non-exec. members Yes (fix) Exec. Members Yes (fix) No (variable)	Non-exec. members Yes (fix) Exec. Members Yes (fix) No (variable)	Non-exec. dir. 93.19% (fix) Exec. dir. 93.08% (fix) 64.60% (variable)	93.19% (fix) 93.08% (fix) 64.60% (variable)	93.19% (fix) 93.08% (fix) 64.60% (variable)	83.62%	94.76% (fix) 64.55% (variable)	94.76% (fix) 64.55% (variable)	79.66%	79.66%
Partners Group <sup>1)</sup>	SMI	12-May-21	Fix/STI: prospective AGM to AGM LTI/indirect benefits: retrospective	Fix/STI: prospective next year LTI/indirect benefits: retrospective	Yes	16,870,000	8 (2021-2022) 8 (2020-2021)	2,108,750	24,140,000	6.5 (2020) 8 (2022)	3,454,231	No	No (fix) No (LTI) No (other)	No (fix/STI) No (LTI) Yes (other)	No	Yes	Yes (fix/STI) Yes (LTI) Yes (benefits)	63.58%	92.28% (fix) 91.31% (LTI) 89.85% (other)	91.15%	95.69% (fix/STI) 90.44% (LTI) 98.89% (other)	95.01%
Galenica	SMIM	12-May-21	Prospective next year	Prospective next year	Yes	1,900,000	7	271,429	7,200,000	6	1,200,000	Yes	Yes	Yes	Yes	Yes	Yes	89.95%	89.53%	89.53%	96.45%	96.45%
VAT Group	SMIM	18-May-21	Prospective AGM to AGM	Fix/LTI: prospective next year STI: retrospective	Yes	1,101,000	7	157,286	4,340,140	3	1,446,713	Yes	Yes	Yes (fix) Yes (STI) Yes (LTI)	Yes	Yes	Yes	93.81%	89.20%	89.20%	99.14% (fix) 96.05% (STI) 99.12% (LTI)	98.10%
Dufry	SMIM	18-May-21	Prospective AGM to AGM	Prospective next year	Yes	8,500,000	11	772,727	29,000,000	9	3,222,222	No	No	No	No	No	No	63.65%	86.57%	86.57%	88.74%	88.74%
Temenos	SMIM	20-May-21	Prospective next year	Prospective next year	incl. vote AR	USD 8,200,000	8	USD 1,025,000	USD 40,000,000	11	USD 3,636,364	Yes	No	No	No	No	No	94.42%	82.97%	82.97%	80.68%	80.68%
AMS	SMIM	02-Jun-21	Prospective AGM to AGM	Prospective June-May	Yes	965,000	9	107,222	8,700,000	9	966,667	No	Yes	Yes	Yes	Yes	Yes	32.19%	99.98%	99.98%	99.98%	99.98%
Sonova <sup>1)</sup>	SMIM	15-Jun-21	Prospective AGM to AGM	Prospective next year	Yes	3,140,000	9	348,889	15,800,000	9	1,755,556	Yes	Yes	No	Yes	Yes	Yes	90.20%	99.20%	99.20%	90.90%	90.90%
EMS-Chemie	SMIM	07-Aug-21	Retrospective current year	Retrospective current year	No	833,000	4	208,250	2,829,000	4	707,250	Yes	No	Yes	Yes	Yes	Yes	98.80%	98.80%	98.80%	91.82%	91.82%
Richemont																						