

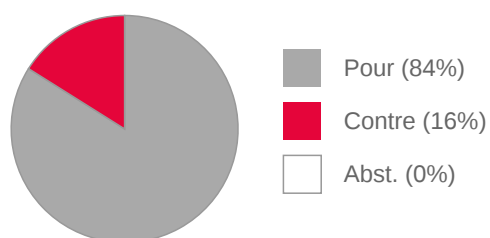
Période: 01.01.2023 - 31.12.2023

## 1. Statistiques des assemblées générales analysées

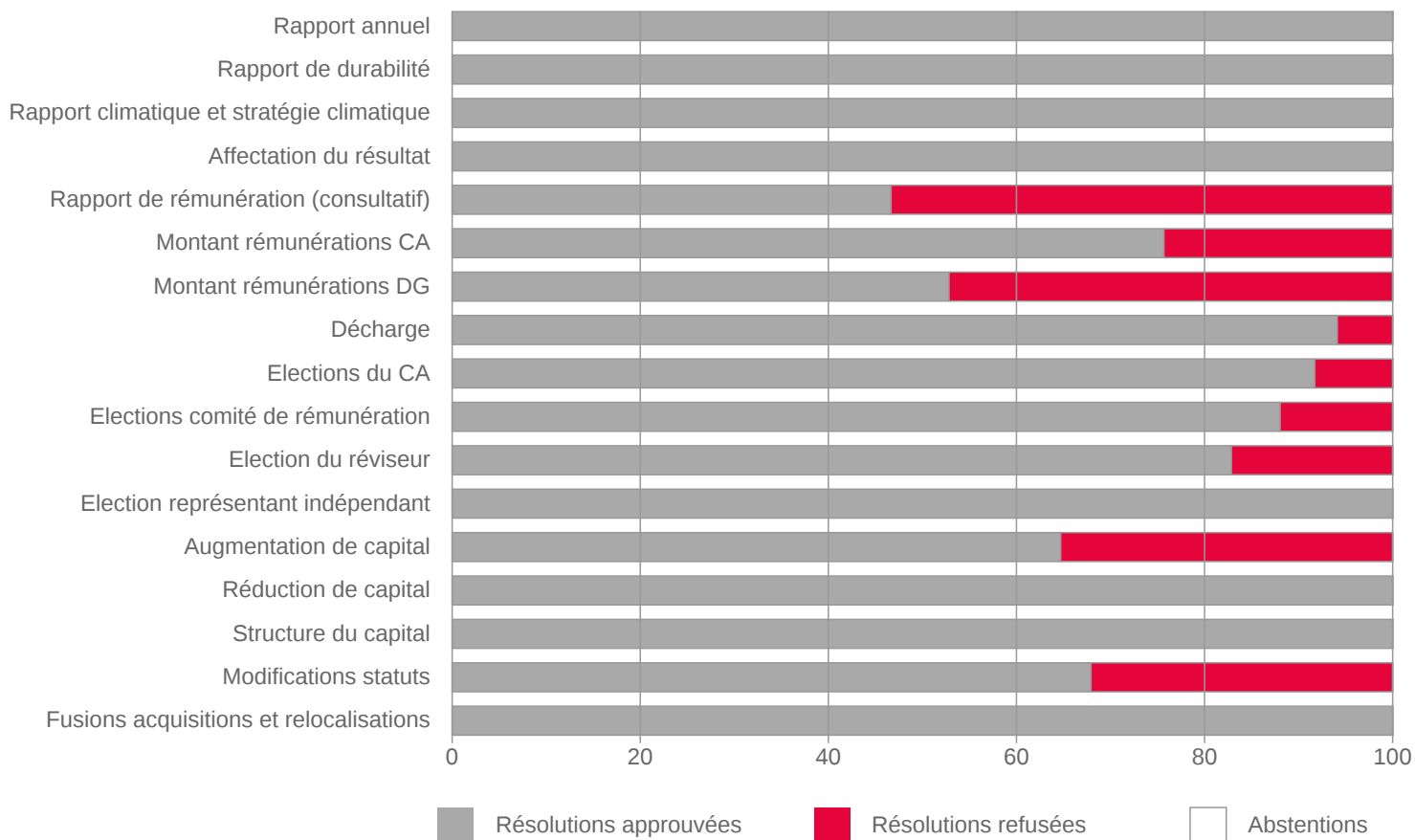
### 1.1 Analyses effectuées et positions de vote

|                                      | Nombre AG | Nombre de résolutions |            |            |          |
|--------------------------------------|-----------|-----------------------|------------|------------|----------|
|                                      |           | Total                 | Pour       | Contre     | Abst.    |
| Assemblées générales ordinaires      | 34        | 850                   | 713        | 137        | 0        |
| Assemblées générales extraordinaires | 1         | 2                     | 2          | 0          | 0        |
| <b>Total</b>                         | <b>35</b> | <b>852</b>            | <b>715</b> | <b>137</b> | <b>0</b> |

### 1.2 Répartition des positions de vote



### 1.3 Recommandations de vote d'Ethos par catégorie de résolutions



|                                            | Résolutions approuvées |       | Résolutions refusées |      | Abstentions |     | Total |
|--------------------------------------------|------------------------|-------|----------------------|------|-------------|-----|-------|
| Rapport annuel                             | 35                     | 100 % | 0                    | 0 %  | 0           | 0 % | 35    |
| Rapport de durabilité                      | 1                      | 100 % | 0                    | 0 %  | 0           | 0 % | 1     |
| Rapport climatique et stratégie climatique | 1                      | 100 % | 0                    | 0 %  | 0           | 0 % | 1     |
| Affectation du résultat                    | 39                     | 100 % | 0                    | 0 %  | 0           | 0 % | 39    |
| Rapport de rémunération (consultatif)      | 14                     | 47 %  | 16                   | 53 % | 0           | 0 % | 30    |
| Montant rémunérations CA                   | 28                     | 76 %  | 9                    | 24 % | 0           | 0 % | 37    |
| Montant rémunérations DG                   | 28                     | 53 %  | 25                   | 47 % | 0           | 0 % | 53    |
| Décharge                                   | 32                     | 94 %  | 2                    | 6 %  | 0           | 0 % | 34    |
| Elections du CA                            | 277                    | 92 %  | 25                   | 8 %  | 0           | 0 % | 302   |
| Elections comité de rémunération           | 103                    | 88 %  | 14                   | 12 % | 0           | 0 % | 117   |
| Election du réviseur                       | 29                     | 83 %  | 6                    | 17 % | 0           | 0 % | 35    |
| Election représentant indépendant          | 34                     | 100 % | 0                    | 0 %  | 0           | 0 % | 34    |
| Augmentation de capital                    | 11                     | 65 %  | 6                    | 35 % | 0           | 0 % | 17    |
| Réduction de capital                       | 7                      | 100 % | 0                    | 0 %  | 0           | 0 % | 7     |
| Structure du capital                       | 2                      | 100 % | 0                    | 0 %  | 0           | 0 % | 2     |
| Modifications statuts                      | 72                     | 68 %  | 34                   | 32 % | 0           | 0 % | 106   |
| Fusions acquisitions et relocalisations    | 2                      | 100 % | 0                    | 0 %  | 0           | 0 % | 2     |

## 2. Résumé des positions de vote

### Type d'assemblée générale

|     |                                   |
|-----|-----------------------------------|
| AGO | Assemblée générale ordinaire      |
| AGE | Assemblée générale extraordinaire |
| MIX | Assemblée générale mixte          |

### Vote

|   |                    |
|---|--------------------|
| ✓ | Pour               |
| ○ | Partiellement pour |
| ✗ | Contre             |
| ✎ | Abstention         |

|    |                           |            |      | Rapport annuel | Rapport de durabilité | Rapport climatique et stratégie climatique | Affectation du résultat | Rapport de rémunération (consultatif) | Montant rémunérations CA | Montant rémunérations DG | Décharge | Elections du CA | Elections comité de rémunération | Election du réviseur | Election représentant indépendant | Augmentation de capital | Réduction de capital | Structure du capital | Modifications statuts | Fusions acquisitions et relocalisations | Résolutions d'actionnaires liées au climat | Résolutions d'actionnaires non liées au climat |                                                                         |
|----|---------------------------|------------|------|----------------|-----------------------|--------------------------------------------|-------------------------|---------------------------------------|--------------------------|--------------------------|----------|-----------------|----------------------------------|----------------------|-----------------------------------|-------------------------|----------------------|----------------------|-----------------------|-----------------------------------------|--------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------|
|    | Société                   | Date       | Type |                |                       |                                            |                         |                                       |                          |                          |          |                 |                                  |                      |                                   |                         |                      |                      |                       |                                         |                                            |                                                | Point(s) refusé(s)                                                      |
| 1  | ABB                       | 23.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                | 2 / 5.4 / 7.2 / 8.1                                                     |
| 2  | Accelleron Industries     | 09.05.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         |                      |                      |                       |                                         |                                            |                                                |                                                                         |
| 3  | Adecco                    | 12.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✗                        | ✗                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 |                         |                      |                      |                       |                                         |                                            |                                                | 1.2 / 4.1 / 4.2 / 5.1.6                                                 |
| 4  | Alcon                     | 05.05.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | ✓                     |                                         |                                            |                                                | 4.1 / 4.3 / 5.5                                                         |
| 5  | Baloise Holding           | 28.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✗                       |                      |                      | ✓                     |                                         |                                            |                                                | 4.2                                                                     |
| 6  | Banque Cantonale Vaudoise | 04.05.2023 | AGO  | ✓              |                       |                                            | ✓                       |                                       | ✓                        | ✓                        | ✓        |                 |                                  | ✓                    | ✓                                 |                         |                      |                      |                       |                                         |                                            |                                                |                                                                         |
| 7  | dormakaba                 | 05.10.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✗                    | ✓                                 | ✗                       |                      |                      | 🟡                     |                                         |                                            |                                                | 6 / 9.1 / 9.2 / 9.3                                                     |
| 8  | Ems-Chemie                | 12.08.2023 | AGO  | ✓              |                       |                                            | ✓                       |                                       | ✓                        | ✓                        | ✓        | ✓               |                                  | ✓                    | ✓                                 |                         |                      |                      | ✗                     |                                         |                                            |                                                | 7                                                                       |
| 9  | Flughafen Zürich          | 24.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                | 9.b / 9.c                                                               |
| 10 | Fundamenta Real Estate    | 05.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                | 7.2                                                                     |
| 11 | Geberit                   | 19.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✗                    | ✓                                 | ✗                       | ✓                    |                      | ✓                     |                                         |                                            |                                                | 7 / 8.1 / 10                                                            |
| 12 | Givaudan                  | 23.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | 🟡                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                | 5.2 / 5.3 / 6.1.6 / 6.2 / 7.2.2                                         |
| 13 | Holcim                    | 04.05.2023 | AGO  | ✓              | ✓                     |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         | ✓                    |                      | 🟡                     |                                         |                                            |                                                | 1.2 / 4.3 / 6.2                                                         |
| 14 | Kühne + Nagel             | 09.05.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✗                        | ✗                        | ✓        | 🟡               | ✗                                | ✓                    | ✓                                 |                         |                      |                      | ✗                     |                                         |                                            |                                                | 4.1.b / 4.1.d / 4.1.f / 4.4.a / 4.4.b / 4.4.c / 5 / 6 / 7.1 / 7.2 / 7.3 |
| 15 | Logitech                  | 13.09.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                | 2 / 4 / 12 / 6.B                                                        |
| 16 | Lonza                     | 05.05.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | 🟡                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✗                       |                      |                      | 🟡                     |                                         |                                            |                                                | 2 / 9.2 / 9.3 / 11.2 / 11.4                                             |
| 17 | Mobimo                    | 11.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | 🟡               | 🟡                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                | 4.1.c / 4.2.b / 7.1 / 7.4                                               |
| 18 | Nestlé                    | 20.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✗        | 🟡               | ✓                                | ✓                    | ✓                                 |                         | ✓                    |                      | ✗                     |                                         |                                            |                                                | 1.2 / 2 / 4.1.2 / 5.2 / 7.1 / 7.2                                       |
| 19 | Novartis                  | 07.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                | 6.1 / 6.3 / 7.2 / 7.3                                                   |

|    | Société                | Date       | Type | Rapport annuel | Rapport de durabilité | Rapport climatique et stratégie climatique | Affectation du résultat | Rapport de rémunération (consultatif) | Montant rémunérations CA | Montant rémunérations DG | Décharge | Elections du CA | Elections comité de rémunération | Election du réviseur | Election représentant indépendant | Augmentation de capital | Réduction de capital | Structure du capital | Modifications statuts | Fusions acquisitions et relocalisations | Résolutions d'actionnaires liées au climat | Résolutions d'actionnaires non liées au climat | Autres thèmes | Point(s) refusé(s)                                                                             |
|----|------------------------|------------|------|----------------|-----------------------|--------------------------------------------|-------------------------|---------------------------------------|--------------------------|--------------------------|----------|-----------------|----------------------------------|----------------------|-----------------------------------|-------------------------|----------------------|----------------------|-----------------------|-----------------------------------------|--------------------------------------------|------------------------------------------------|---------------|------------------------------------------------------------------------------------------------|
| 20 | Novartis               | 15.09.2023 | AGE  |                |                       |                                            |                         |                                       |                          |                          |          |                 |                                  |                      |                                   |                         |                      |                      |                       | ✓                                       |                                            |                                                |               |                                                                                                |
| 21 | Partners Group         | 24.05.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✗                        | 🟡                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                |               | 4.2 / 5 / 6.1 / 6.2 / 6.3 / 6.4 / 6.5 / 7.1.1                                                  |
| 22 | PSP Swiss Property     | 05.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                |               | 12.2                                                                                           |
| 23 | Richemont              | 06.09.2023 | AGO  | ✓              |                       |                                            | ✓                       |                                       | ✗                        | ✗                        | ✓        | 🟡               | 🟡                                | ✗                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                |               | 5.15 / 5.2 / 5.4 / 5.5 / 5.6 / 5.7 / 6.1 / 6.2 / 6.3 / 6.4 / 7 / 9.1 / 9.2 / 9.3 / 10.3 / 10.4 |
| 24 | Romande Energie        | 16.05.2023 | AGO  | ✓              | ✓                     |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         |                      | ✓                    | 🟡                     |                                         |                                            |                                                |               | 5.2                                                                                            |
| 25 | SGS                    | 28.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✓                       |                      | ✓                    | 🟡                     |                                         |                                            |                                                |               | 6.4 / 6.6                                                                                      |
| 26 | Sika                   | 28.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                |               | 7.4                                                                                            |
| 27 | Sonova                 | 12.06.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 | ✗                       | ✓                    |                      | 🟡                     |                                         |                                            |                                                |               | 1.2 / 5.1.1 / 6.2 / 8.2 / 8.5                                                                  |
| 28 | Swatch Group           | 10.05.2023 | AGO  | ✓              |                       |                                            | ✓                       |                                       | 🟡                        | 🟡                        | ✗        | 🟡               | 🟡                                | ✗                    | ✓                                 |                         |                      |                      |                       |                                         |                                            |                                                |               | 2 / 4.1.2 / 4.3 / 4.4 / 5.2 / 5.5 / 5.6 / 6.2 / 6.5 / 6.6 / 8                                  |
| 29 | Swiss Life             | 28.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | ✓               | ✓                                | ✗                    | ✓                                 |                         | ✓                    |                      |                       |                                         |                                            |                                                |               | 1.2 / 4.2 / 4.3 / 7                                                                            |
| 30 | Swiss Prime Site       | 21.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                |               | 5.4                                                                                            |
| 31 | Swiss Re               | 12.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✗                        | ✗                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 | ✓                       |                      |                      | 🟡                     |                                         |                                            |                                                |               | 1.1 / 3 / 6.1 / 6.2 / 7.2                                                                      |
| 32 | Swisscom               | 28.03.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | ✓               | ✓                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                |               | 9.3                                                                                            |
| 33 | Temenos                | 03.05.2023 | AGO  | ✓              |                       |                                            | ✓                       |                                       | ✗                        | ✗                        | ✓        | 🟡               | 🟡                                | ✗                    | ✓                                 |                         |                      |                      |                       |                                         |                                            |                                                |               | 4.1 / 4.2 / 5.2.2 / 6.1 / 6.2 / 8                                                              |
| 34 | Vaudoise Assurances    | 08.05.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✓                                     | ✓                        | ✓                        | ✓        | 🟡               | ✓                                | ✓                    | ✓                                 |                         |                      |                      | 🟡                     |                                         |                                            |                                                |               | 8.1 / 9.5                                                                                      |
| 35 | Zurich Insurance Group | 06.04.2023 | AGO  | ✓              |                       |                                            | ✓                       | ✗                                     | ✓                        | ✗                        | ✓        | 🟡               | 🟡                                | ✓                    | ✓                                 | ✗                       |                      |                      | 🟡                     |                                         |                                            |                                                |               | 1.2 / 4.1.9 / 4.2.5 / 5.2 / 6.1 / 6.3 / 6.4                                                    |