

## Item 1.1: Approval of the management report, the consolidated financial statements of the LEM Group, and the annual financial statements of LEM HOLDING SA as of 31 March 2023

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	926 801	99.93
No	8	0.00
Abstention	647	0.07

Voting result 16.00

## Item 1.2: Consultative vote on the compensation report 2022/23

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	751 193	80.99
No	175 437	18.92
Abstention	826	0.09

## Item 2: Appropriation of available earnings and distribution

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result

Percentages are rounded to two decimal places

	Votes	%
Yes	926 371	99.89
No	114	0.01
Abstention	971	0.10

### Item 3: Discharge of the Board of Directors and the Executive Management

	Votes
Total represented	850 005
Absolute majority	425 003

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	845 272	99.44
No	3 870	0.46
Abstention	863	0.10

Voting result 16.04

## Item 4: Approval of the compensation of the Board of Directors

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	892 468	96.22
No	34 193	3.69
Abstention	795	0.09

**Item 5.1: Approval of the compensation of the Executive Management - Vote on the aggregate amount of short-term variable compensation of the Executive Management for financial year 2022/23**

	Votes
Total represented	927 456
Absolute majority	463 729

**Voting result** Percentages are rounded to two decimal places

	Votes	%
Yes	897 298	96.75
No	29 323	3.16
Abstention	835	0.09

**Item 5.2: Approval of the compensation of the Executive Management - Vote on the maximum aggregate amount of long-term variable compensation of the Executive Management for financial year 2023/24**

	Votes
Total represented	927 456
Absolute majority	463 729

**Voting result** Percentages are rounded to two decimal places

	Votes	%
Yes	894 492	96.45
No	32 122	3.46
Abstention	842	0.09

**Item 5.3: Approval of the compensation of the Executive Management - Vote on the maximum aggregate amount of fixed compensation of the Executive Management for the period from 1 October 2023 to 30 September 2024**

	Votes
Total represented	927 456
Absolute majority	463 729

**Voting result** Percentages are rounded to two decimal places

	Votes	%
Yes	924 305	99.66
No	2 276	0.25
Abstention	875	0.09



## Item 6.1: Re-elections of the members of the Board of Directors, re-election of the Chairman of the Board of Directors - Cohen Ilan as member

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	807 506	87.07
No	119 627	12.90
Abstention	323	0.03

## Item 6.2: Re-elections of the members of the Board of Directors, re-election of the Chairman of the Board of Directors - Gabella François as member

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	827 732	89.25
No	99 404	10.72
Abstention	320	0.03

### Item 6.3: Re-elections of the members of the Board of Directors, re-election of the Chairman of the Board of Directors - Hürlimann Andreas as member and Chairman (one single vote)

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	796 018	85.83
No	131 138	14.14
Abstention	300	0.03

## Item 6.4: Re-elections of the members of the Board of Directors, re-election of the Chairman of the Board of Directors - Looser Ulrich Jakob as member

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	841 924	90.78
No	85 229	9.19
Abstention	303	0.03

## Item 6.5: Re-elections of the members of the Board of Directors, re-election of the Chairman of the Board of Directors - Wampfler Ueli as member

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	792 109	85.41
No	135 047	14.56
Abstention	300	0.03

Voting result 16.15

## Item 6.6: Re-elections of the members of the Board of Directors, re-election of the Chairman of the Board of Directors - Weber Werner Carl as member

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	822 916	88.73
No	104 237	11.24
Abstention	303	0.03

## Item 7.1: Re-elections and election to the Nomination & Compensation Committee - Hürlimann Andreas (re-election)

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	732 005	78.93
No	195 156	21.04
Abstention	295	0.03

## Item 7.2: Re-elections and election to the Nomination & Compensation Committee - Looser Ulrich Jakob (re-election)

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	681 045	73.43
No	236 594	25.51
Abstention	9 817	1.06

Voting result 17.15



## Item 7.3: Re-elections and election to the Nomination & Compensation Committee - Weber Werner Carl (election)

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	767 693	82.78
No	159 468	17.19
Abstention	295	0.03

## Item 8: Re-election of the Independent Representative - Law firm Hartmann Dreyer, Attorneys-at-law, Fribourg

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	925 137	99.75
No	2 064	0.22
Abstention	255	0.03

## Item 9: Re-election of the statutory auditors - Ernst & Young Ltd., Lancy

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	912 293	98.37
No	13 575	1.46
Abstention	1 588	0.17

Voting result 16.19

## Item 10.1: Amendments to the Articles of Incorporation - Shareholders rights and general meeting of shareholders' matters

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	891 929	96.17
No	34 417	3.71
Abstention	1 110	0.12

## Item 10.2: Amendments to the Articles of Incorporation - Board of Directors, compensation of the Executive Management, external mandates

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	902 212	97.28
No	24 774	2.67
Abstention	470	0.05

## Item 10.3: Amendments to the Articles of Incorporation - Technical amendments

	Votes
Total represented	927 456
Absolute majority	463 729

### Voting result Percentages are rounded to two decimal places

	Votes	%
Yes	901 436	97.19
No	24 838	2.68
Abstention	1 182	0.13