



Ethos
 Place Cornavin 2
 PO Box
 CH-1211 Geneva 1
 T +41 (0)22 716 15 55
 F +41 (0)22 716 15 56
 www.ethosfund.ch

Subscription Form

Group of Support for the Shareholder Resolutions 2010 „Say on Pay“ and „Stop Chairman-CEO“

The signatory institution declares that it wishes to join the group endorsing the “Say on Pay” and “Stop Chairman-CEO” resolutions. As such, it publicly pledges to vote in favour of the resolutions submitted by Ethos and eight pension funds to the annual general meetings of Holcim, Novartis, Swiss Re and Zurich Financial Services in the spring of 2010.

The “Say on Pay” resolutions filed with Holcim, Novartis, Swiss Re and Zurich Financial Services request that the articles of incorporation be amended to allow the shareholders to cast an advisory vote on the remuneration report. The “Stop Chairman-CEO” resolution filed with Novartis requests that the articles of incorporation be amended to prevent the roles of Chairman and CEO from being held by the same person.

By becoming a member of the group endorsing the “Say on Pay” and “Stop Chairman-CEO” resolutions, the signatory institution agrees to have its name included on the list of members of the group and authorizes Ethos to make the list public. The signatory institution does not have to block the shares of the companies concerned and may sell them at any time it desires.

Name of organisation

Total assets
 under management

Person of contact

Address

Phone / Fax

E-Mail

Date Signature/s