

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION  
ACCOUNTS

### Schaffner Holding AG

**Meeting Date:** 01/10/2023      **Country:** Switzerland      **Ticker:** SAHN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H7231L119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 4.50 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 4.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For	For	For
4.1.2	Reelect Gerhard Pegam as Director	Mgmt	For	For	For
4.1.3	Reelect Andrea Tranel as Director	Mgmt	For	For	For
4.1.4	Elect Markus Heusser as Director	Mgmt	For	For	For
4.2	Elect Markus Heusser as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Philipp Buhofer as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Appoint Markus Heusser as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Designate Jean-Claude Cattin as Independent Proxy	Mgmt	For	For	For
4.5	Ratify BDO AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 550,000	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.1	Amend Articles of Association	Mgmt	For	For	For
6.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: Share Register	Mgmt	For	For	For
6.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against

## Schaffner Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Bergbahnen Engelberg-Truebsee-Titlis AG

Meeting Date: 02/24/2023	Country: Switzerland	Ticker: TIBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H07528120		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4.1.1	Reelect Christoph Baumgartner as Director	Mgmt	For	Against	Against
4.1.2	Reelect Dominique Gisin as Director	Mgmt	For	Against	Against
4.1.3	Reelect Martin Odermatt as Director	Mgmt	For	Against	Against
4.1.4	Reelect Markus Thumiger as Director	Mgmt	For	Against	Against
4.1.5	Reelect Hans Wicki as Director	Mgmt	For	Against	Against
4.1.6	Reelect Guido Zumbuehl as Director	Mgmt	For	Against	Against
4.1.7	Reelect Patrick Zwyssig as Director	Mgmt	For	Against	Against
4.2	Elect Hans Wicki as Board Chair	Mgmt	For	Against	Against
4.3.1	Appoint Markus Thumiger as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.2	Appoint Hans Wicki as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.3	Appoint Guido Zumbuehl as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Ratify BDO AG as Auditors	Mgmt	For	For	For
4.5	Designate Brigitte Scheuber as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Mgmt	For	Against	Against
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/07/2023	Country: Switzerland	Ticker: DAE
Record Date:	Meeting Type: Annual	
Primary Security ID: H17592157		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.64 per Registered Share and CHF 3.20 per Bearer Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For	For
4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For	For
4.1.3	Renominate Judith van Walsum as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For	For
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For	For	For
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For	Against	Against
4.4	Reelect Claude Cornaz as Director	Mgmt	For	For	For
4.5	Reelect Juerg Fedier as Director	Mgmt	For	Against	Against
4.6	Reelect Gabi Huber as Director	Mgmt	For	Against	Against
4.7.1	Reelect Jens Breu as Director	Mgmt	For	For	For
4.7.2	Reelect Martin Hirzel as Director	Mgmt	For	For	For
4.7.3	Reelect Judith van Walsum as Director	Mgmt	For	For	For
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Remo Baumann as Independent Proxy	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 2.1 Million	Mgmt	For	For	For

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.9 Million	Mgmt	For	For	For
9	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Novartis AG

Meeting Date: 03/07/2023	Country: Switzerland	Ticker: NOVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H5820Q150		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
4	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6.1	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
6.3	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	Against	Against
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
8.12	Reelect William Winters as Director	Mgmt	For	For	For
8.13	Elect John Young as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against	Against
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meier Tobler Group AG

Meeting Date: 03/13/2023	Country: Switzerland	Ticker: MTG
Record Date:	Meeting Type: Annual	
Primary Security ID: H53289189		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 0.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve CHF 40,880 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
4.1	Change Location of Registered Office/Headquarters to Schwerzenbach, Switzerland	Mgmt	For	For	For
4.2	Amend Corporate Purpose	Mgmt	For	For	For

Meier Tobler Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
4.4	Amend Articles of Association	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Silvan Meier as Director	Mgmt	For	Against	Against
6.2	Reelect Heinz Roth as Director	Mgmt	For	Against	Against
6.3	Reelect Heinz Wiedmer as Director	Mgmt	For	For	For
6.4	Reelect Alexander Zschokke as Director	Mgmt	For	For	For
7	Reelect Silvan Meier as Board Chair	Mgmt	For	Against	Against
8.1	Reappoint Silvan Meier as Member of the Compensation Committee	Mgmt	For	Against	Against
8.2	Reappoint Heinz Roth as Member of the Compensation Committee	Mgmt	For	Against	Against
8.3	Reappoint Heinz Wiedmer as Member of the Compensation Committee	Mgmt	For	For	For
8.4	Reappoint Alexander Zschokke as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against
12.1	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For
12.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2022	Mgmt	For	Against	Against
12.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2024	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

CPH Chemie + Papier Holding AG

Meeting Date: 03/14/2023

Record Date:

Primary Security ID: H1699Z108

Country: Switzerland

Meeting Type: Annual

Ticker: CPHN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

CPH Chemie + Papier Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 4.50 per Share	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For	For	For
4.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
5.1.1	Reelect Kaspar Kelterborn as Director	Mgmt	For	For	For
5.1.2	Reelect Claudine Mollenkopf as Director	Mgmt	For	For	For
5.1.3	Reelect Peter Schaub as Director	Mgmt	For	For	For
5.1.4	Reelect Tim Talaat as Director	Mgmt	For	Against	Against
5.1.5	Reelect Manuel Werder as Director	Mgmt	For	For	For
5.1.6	Reelect Christian Wipf as Director	Mgmt	For	For	For
5.2	Reelect Peter Schaub as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Claudine Mollenkopf as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Peter Schaub as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Tim Talaat as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.3.4	Reappoint Christian Wipf as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.5	Designate Adlegem Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
6.1	Amend Articles of Association	Mgmt	For	For	For
6.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: Share Register	Mgmt	For	For	For
6.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3.1	Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For	For	For
6.1	Elect Severin Schwan as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Against
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	For	For
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	For
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	For
6.6	Reelect Richard Lifton as Director	Mgmt	For	For	For
6.7	Reelect Jemilah Mahmood as Director	Mgmt	For	For	For
6.8	Reelect Bernard Poussot as Director	Mgmt	For	For	For
6.9	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6.10	Elect Akiko Iwasaki as Director	Mgmt	For	For	For
6.11	Elect Mark Schneider as Director	Mgmt	For	For	For
6.12	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Against
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Against
6.14	Reappoint Bernard Poussot as Member of the Compensation Committee	Mgmt	For	For	For
6.15	Appoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Against
6.16	Appoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For	For
7.2	Amend Articles Re: General Meeting	Mgmt	For	Against	Against
7.3	Amend Articles of Association	Mgmt	For	For	For



Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	For
10	Designate Testaris AG as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

TE Connectivity Ltd.

Meeting Date: 03/15/2023	Country: Switzerland	Ticker: TEL
Record Date: 02/23/2023	Meeting Type: Annual	
Primary Security ID: H84989104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
9	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
10	Approve Remuneration Report	Mgmt	For	Refer	Against
11	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	Mgmt	For	For	For
13	Approve Allocation of Available Earnings at September 30, 2022	Mgmt	For	For	For
14	Approve Declaration of Dividend	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
17	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

DKSH Holding AG

Meeting Date: 03/16/2023	Country: Switzerland	Ticker: DKSH
Record Date:	Meeting Type: Annual	
Primary Security ID: H2012M121		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 2.15 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Approve Creation of CHF 300,000 Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
4.3	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
4.4	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For	For	For
4.5	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
4.6	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	For	For
6.1.1	Reelect Wolfgang Baier as Director	Mgmt	For	For	For
6.1.2	Reelect Jack Clemons as Director	Mgmt	For	For	For
6.1.3	Reelect Marco Gadola as Director	Mgmt	For	For	For
6.1.4	Reelect Adrian Keller as Director	Mgmt	For	For	For
6.1.5	Reelect Andreas Keller as Director	Mgmt	For	For	For
6.1.6	Reelect Annette Koehler as Director	Mgmt	For	For	For
6.1.7	Reelect Hans Tanner as Director	Mgmt	For	For	For
6.1.8	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Against	Against
6.1.9	Elect Gabriel Baertschi as Director	Mgmt	For	For	For
6.2	Reelect Marco Gadola as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3.2	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3.3	Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For	For

DKSH Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

ALSO Holding AG

Meeting Date: 03/17/2023

Record Date:

Primary Security ID: H0178Q159

Country: Switzerland

Meeting Type: Annual

Ticker: ALSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 4.60 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Amend Articles of Association	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.3 Million	Mgmt	For	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Mgmt	For	Against	Against
7.1.1	Reelect Peter Athanas as Director	Mgmt	For	Against	Against
7.1.2	Reelect Walter Droege as Director	Mgmt	For	For	For
7.1.3	Reelect Frank Tanski as Director	Mgmt	For	For	For
7.1.4	Reelect Ernest-W. Droege as Director	Mgmt	For	For	For
7.1.5	Reelect Thomas Fuerer as Director	Mgmt	For	For	For
7.1.6	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For	For	For
7.2	Reelect Gustavo Moeller-Hergt as Board Chair	Mgmt	For	Against	Against
7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Hypothekarbank Lenzburg AG

Meeting Date: 03/18/2023	Country: Switzerland	Ticker: HBLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H38499119		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 115 per Share	Mgmt	For	For	For
3	Receive Financial Statements (Non-Voting)	Mgmt			
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Amend Articles of Association	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 600,000	Mgmt	For	For	For
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 220,000	Mgmt	For	Against	Against
6.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	For	For
7.1.1	Reelect Doris Schmid as Director	Mgmt	For	For	For
7.1.2	Reelect Gerhard Hanhart as Director	Mgmt	For	For	For
7.1.3	Reelect Christoph Kaeppli as Director	Mgmt	For	For	For
7.1.4	Reelect Marco Killer as Director	Mgmt	For	For	For
7.1.5	Reelect Josef Lingg as Director	Mgmt	For	For	For
7.1.6	Reelect Christoph Schwarz as Director	Mgmt	For	For	For
7.1.7	Reelect Therese Suter as Director	Mgmt	For	For	For
7.1.8	Reelect Thomas Wietlisbach as Director	Mgmt	For	For	For
7.1.9	Reelect Susanne Ziegler as Director	Mgmt	For	For	For
7.2	Elect Josianne Magnin as Director	Mgmt	For	For	For
7.3	Reelect Gerhard Hanhart as Board Chair	Mgmt	For	For	For

# Hypothekarbank Lenzburg AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4.1	Reappoint Josef Lingg as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.4.2	Reappoint Therese Suter as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.4.3	Reappoint Thomas Wietlisbach as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.5	Designate Daniela Mueller as Independent Proxy	Mgmt	For	For	For
7.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Non-Voting)	Mgmt			

# Bellevue Group AG

Meeting Date: 03/21/2023	Country: Switzerland	Ticker: BBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0725U109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.00 per Share	Mgmt	For	For	For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Veit de Maddalena as Director	Mgmt	For	For	For
5.1.2	Reelect Katrin Wehr-Seiter as Director	Mgmt	For	For	For
5.1.3	Reelect Urs Schenker as Director	Mgmt	For	For	For
5.1.4	Elect Barbara Pavik as Director	Mgmt	For	For	For
5.2	Reelect Veit de Maddalena as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Katrin Wehr-Seiter as Member of the Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Veit de Maddalena as Member of the Compensation Committee	Mgmt	For	For	For
5.3.3	Appoint Barbara Pavik as Member of the Compensation Committee	Mgmt	For	For	For

Bellevue Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 880,000	Mgmt	For	For	For
6.2	Approve Variable Remuneration of Directors in the Amount of CHF 181,226	Mgmt	For	For	For
6.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
6.4	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	For	For
7.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For	For	For
7.2	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For
7.3	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Against	Against
7.4	Amend Articles Re: Board of Directors; Editorial Changes	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

OC Oerlikon Corp. AG

Meeting Date: 03/21/2023

Record Date:

Primary Security ID: H59187106

Country: Switzerland

Meeting Type: Annual

Ticker: OERL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
1.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Against	Against
1.3	Amend Articles Re: Board Size; Powers of the Board of Directors; Delegation of Management	Mgmt	For	For	For
1.4	Amend Articles Re: Compensation; Agreements with Members of the Board of Directors and Executive Committee; External Mandates of the Board of Directors and Executive Committee	Mgmt	For	For	For

OC Oerlikon Corp. AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.35 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Michael Suess as Director and Board Chair	Mgmt	For	Against	Against
5.1.2	Reelect Paul Adams as Director	Mgmt	For	For	For
5.1.3	Reelect Juerg Fedier as Director	Mgmt	For	For	For
5.1.4	Reelect Irina Matveeva as Director	Mgmt	For	For	For
5.1.5	Reelect Alexey Moskov as Director	Mgmt	For	For	For
5.1.6	Reelect Gerhard Pegam as Director	Mgmt	For	Against	Against
5.1.7	Reelect Zhenguo Yao as Director	Mgmt	For	For	For
5.2	Elect Inka Koljonen as Director	Mgmt	For	For	For
6.1.1	Reappoint Paul Adams as Member of the Human Resources Committee	Mgmt	For	For	For
6.1.2	Reappoint Alexey Moskov as Member of the Human Resources Committee	Mgmt	For	For	For
6.1.3	Reappoint Gerhard Pegam as Member of the Human Resources Committee	Mgmt	For	Against	Against
6.1.4	Reappoint Zhenguo Yao as Member of the Human Resources Committee	Mgmt	For	For	For
6.2	Appoint Inka Koljonen as Member of the Human Resources Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	For	For
11	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
12	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.3 Million	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swiss Prime Site AG

Meeting Date: 03/21/2023	Country: Switzerland	Ticker: SPSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8403W107		



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For	For	For
5.3	Amend Articles Re: Annual General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6.1	Approve Cancellation of Authorized Capital	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.3	Amend Articles Re: Conditional Capital	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For	For	For
8.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.1.2	Reelect Christopher Chambers as Director	Mgmt	For	For	For
8.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
8.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
8.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
8.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
8.1.7	Elect Reto Conrad as Director	Mgmt	For	For	For
8.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
8.3.1	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.2	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.3	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
8.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Novavest Real Estate AG

Meeting Date: 03/22/2023

Record Date:

Primary Security ID: H58405103

Country: Switzerland

Meeting Type: Annual

Ticker: NREN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Gian Lazzarini as Director	Mgmt	For	For	For
5.1.2	Reelect Markus Neff as Director	Mgmt	For	Against	Against
5.1.3	Reelect Stefan Hiestand as Director	Mgmt	For	For	For
5.1.4	Reelect Daniel Menard as Director	Mgmt	For	For	For
5.1.5	Reelect Floriana Scarlato as Director	Mgmt	For	For	For
5.2	Reelect Gian Lazzarini as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Markus Neff as Member of the Compensation Committee	Mgmt	For	Against	Against
5.3.2	Reappoint Daniel Menard as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Designate jermann kuenzli rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 250,000	Mgmt	For	For	For

Novavest Real Estate AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For	For
7	Approve CHF 9.6 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 1.25 per Share	Mgmt	For	For	For
8	Approve Cancellation of Capital Authorization	Mgmt	For	For	For
9.1	Amend Articles Re: Annulment of Opting Out Clause	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
9.3	Amend Articles of Association	Mgmt	For	For	For
10.1	Approve Creation of CHF 35.2 Million Capital Band with Preemptive Rights, if Item 7 is Approved	Mgmt	For	For	For
10.2	Approve Creation of CHF 37 Million Capital Band with Preemptive Rights, if Item 7 is Rejected	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

ABB Ltd.

Meeting Date: 03/23/2023	Country: Switzerland	Ticker: ABBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0010V101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For	For
5.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	For	For
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For
8.2	Reelect David Constable as Director	Mgmt	For	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

BB Biotech AG

Meeting Date: 03/23/2023

Record Date:

Primary Security ID: H0676C173

Country: Switzerland

Meeting Type: Annual

Ticker: BION

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

BB Biotech AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 2.85 per Registered Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Reelect Erich Hunziker as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Clive Meanwell as Director	Mgmt	For	Against	Against
4.3	Reelect Laura Hamill as Director	Mgmt	For	For	For
4.4	Reelect Pearl Huang as Director	Mgmt	For	For	For
4.5	Reelect Mads Thomsen as Director	Mgmt	For	For	For
4.6	Reelect Thomas von Planta as Director	Mgmt	For	For	For
5.1	Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
5.2	Reappoint Mads Thomsen as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
7	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For	For
8	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.2	Amend Articles Re: Shareholder Rights; General Meeting; Publication and Notices	Mgmt	For	For	For
9.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Givaudan SA

Meeting Date: 03/23/2023	Country: Switzerland	Ticker: GIVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3238Q102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 67 per Share	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For	For	For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2	Elect Roberto Guidetti as Director	Mgmt	For	For	For
6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Zehnder Group AG

Meeting Date: 03/23/2023

Record Date:

Primary Security ID: H9734C125

Country: Switzerland

Meeting Type: Annual

Ticker: ZEHN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For	For	For
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles of Association	Mgmt	For	For	For
5.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.4	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
5.5	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For	For
5.6	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For	For
6.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Urs Buchmann as Director	Mgmt	For	For	For
6.1.3	Reelect Riet Cadonau as Director	Mgmt	For	Against	Against
6.1.4	Reelect Sandra Emme as Director	Mgmt	For	For	For
6.1.5	Reelect Milva Inderbitzin-Zehnder as Director	Mgmt	For	For	For
6.1.6	Reelect Joerg Walther as Director	Mgmt	For	For	For
6.1.7	Reelect Ivo Wechsler as Director	Mgmt	For	For	For

## Zehnder Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Designate Werner Schib as Independent Proxy	Mgmt	For	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## BELIMO Holding AG

Meeting Date: 03/27/2023	Country: Switzerland	Ticker: BEAN
Record Date:	Meeting Type: Annual	
Primary Security ID: H07171129		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	Mgmt	For	For	For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.1 Million	Mgmt	For	For	For
6.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	For	For
6.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	For	For
6.1.3	Reelect Sandra Emme as Director	Mgmt	For	Against	Against
6.1.4	Reelect Urban Linsi as Director	Mgmt	For	For	For
6.1.5	Reelect Stefan Ranstrand as Director	Mgmt	For	For	For
6.1.6	Reelect Martin Zwysig as Director	Mgmt	For	For	For
6.2	Elect Ines Poeschel as Director	Mgmt	For	For	For



BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	For	For
6.3.2	Reelect Martin Zwyssig as Deputy Chair	Mgmt	For	For	For
6.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.3	Appoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.4	Appoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
6.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Schindler Holding AG

**Meeting Date:** 03/28/2023

**Country:** Switzerland

**Ticker:** SCHP

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7258G209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.00 per Share and Participation Certificate	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Variable Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	Against	Against
4.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.2 Million	Mgmt	For	Against	Against
4.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7 Million	Mgmt	For	For	For
4.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Against	Against
5.2.a	Reelect Alfred Schindler as Director	Mgmt	For	Against	Against
5.2.b	Reelect Patrice Bula as Director	Mgmt	For	For	For
5.2.c	Reelect Erich Ammann as Director	Mgmt	For	Against	Against
5.2.d	Reelect Luc Bonnard as Director	Mgmt	For	Against	Against
5.2.e	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.2.f	Reelect Adam Keswick as Director	Mgmt	For	Against	Against
5.2.g	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
5.2.h	Reelect Tobias Staehelin as Director	Mgmt	For	Against	Against
5.2.i	Reelect Carole Vischer as Director	Mgmt	For	Against	Against
5.2.j	Reelect Petra Winkler as Director	Mgmt	For	Against	Against
5.3	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
5.4.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Adam Keswick as Member of the Compensation Committee	Mgmt	For	Against	Against
5.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

SGS SA

**Meeting Date:** 03/28/2023

**Country:** Switzerland

**Ticker:** SGSN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H63838116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	Against	Against
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Shelby du Pasquier as Director	Mgmt	For	For	For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.9	Elect Jens Riedel as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	Against	Against
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires a Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
6.1	Approve 1:25 Stock Split	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	For	For	For
6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	For	For	For
6.6	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sika AG

Meeting Date: 03/28/2023	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	
Primary Security ID: H7631K273		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	Against	Against
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For	For
7.1	Amend Articles of Association	Mgmt	For	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/28/2023	Country: Switzerland	Ticker: SCMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8398N104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Roland Abt as Director	Mgmt	For	For	For
4.2	Elect Monique Bourquin as Director	Mgmt	For	For	For
4.3	Reelect Alain Carrupt as Director	Mgmt	For	For	For
4.4	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.5	Reelect Frank Esser as Director	Mgmt	For	For	For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.7	Reelect Anna Mossberg as Director	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Reelect Michael Rechsteiner as Director	Mgmt	For	Against	Against
4.9	Reelect Michael Rechsteiner as Board Chair	Mgmt	For	Against	Against
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Appoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	Against	Against
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	Mgmt	For	For	For
7	Designate Reber Rechtsanwälte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9.1	Amend Articles Re: Sustainability Clause	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
9.4	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	Mgmt	For	For	For
9.5	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
9.6	Amend Articles of Association	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

HUBER+SUHNER AG

Meeting Date: 03/29/2023	Country: Switzerland	Ticker: HUBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H44229187		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Urs Kaufmann as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Beat Kaelin as Director	Mgmt	For	For	For
4.3	Reelect Monika Buetler as Director	Mgmt	For	Against	Against
4.4	Reelect Rolf Seiffert as Director	Mgmt	For	For	For
4.5	Reelect Franz Studer as Director	Mgmt	For	For	For
4.6	Reelect Joerg Walther as Director	Mgmt	For	For	For
4.7	Elect Marina Bill as Director	Mgmt	For	For	For
4.8	Elect Kerstin Guenther as Director	Mgmt	For	For	For
5.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Appoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
7.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million from 2023 AGM until 2024 AGM	Mgmt	For	For	For
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	For	For
7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 650,000 from 2022 AGM until 2023 AGM	Mgmt	For	For	For
7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2022	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9	Designate Bratschi AG as Independent Proxy	Mgmt	For	For	For
10.1	Amend Corporate Purpose	Mgmt	For	For	For
10.2	Amend Articles of Association	Mgmt	For	For	For

HUBER+SUHNER AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
10.4	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
10.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Forbo Holding AG

Meeting Date: 03/30/2023	Country: Switzerland	Ticker: FORN
Record Date:	Meeting Type: Annual	
Primary Security ID: H26865214		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 23.00 per Share	Mgmt	For	For	For
4	Authorize Repurchase of up to Ten Percent of Issued Share Capital	Mgmt	For	For	For
5.1	Approve Remuneration Report	Mgmt	For	Against	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2024	Mgmt	For	For	For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 680,000 for Fiscal Year 2022	Mgmt	For	For	For
5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For	For	For
6.1	Reelect This Schneider as Director and Board Chair	Mgmt	For	Against	Against
6.2	Reelect Peter Altorfer as Director	Mgmt	For	Against	Against
6.3	Reelect Michael Pieper as Director	Mgmt	For	Against	Against
6.4	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For	For	For
6.5	Reelect Eveline Saupper as Director	Mgmt	For	For	For
6.6	Reelect Vincent Studer as Director	Mgmt	For	Against	Against
7.1	Reappoint Peter Altorfer as Member of the Compensation Committee	Mgmt	For	Against	Against



Forbo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For	Against	Against
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Rene Peyer as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Inficon Holding AG

Meeting Date: 03/30/2023	Country: Switzerland	Ticker: IFCN
Record Date:	Meeting Type: Annual	
Primary Security ID: H7190K102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board of Directors	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 18 per Share	Mgmt	For	For	For
4.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Against
4.3	Reelect Beat Siegrist as Director	Mgmt	For	Against	Against
4.4	Reelect Reto Suter as Director	Mgmt	For	For	For
4.5	Elect Lukas Winkler as Director	Mgmt	For	Against	Against
5.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For	Against	Against
5.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For	For	For
5.3	Appoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For	Against	Against
6	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For
10	Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For	For

## Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Creation of Capital Band within the Lower Limit of 95 Percent and the Upper Limit of 105 Percent of Existing Share Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11.2	Amend Articles Re: Tokenized Shares	Mgmt	For	For	For
11.3	Amend Articles Re: Shareholder Rights; General Meeting; Publications and Notices	Mgmt	For	For	For
11.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
11.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
11.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Clariant AG

<b>Meeting Date:</b> 04/04/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> CLN
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> H14843165		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	Mgmt	For	For	For
4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Against	Against
4.2	Amend Articles Re: Duties of the Board of Directors	Mgmt	For	For	For
4.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
4.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
4.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.a	Reelect Ahmed Al Umar as Director	Mgmt	For	For	For
5.1.b	Reelect Guenter von Au as Director	Mgmt	For	Against	Against
5.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For	For	For
5.1.d	Reelect Thilo Mannhardt as Director	Mgmt	For	For	For
5.1.e	Reelect Geoffery Merszei as Director	Mgmt	For	For	For
5.1.f	Reelect Eveline Saupper as Director	Mgmt	For	For	For
5.1.g	Reelect Naveena Shastri as Director	Mgmt	For	For	For
5.1.h	Reelect Peter Steiner as Director	Mgmt	For	For	For
5.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For	For	For
5.1.j	Reelect Susanne Wamsler as Director	Mgmt	For	For	For
5.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For	For	For
5.2	Reelect Guenter von Au as Board Chair	Mgmt	For	Against	Against
5.3.1	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Naveena Shastri as Member of the Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	Mgmt	For	For	For
5.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For	For	For
5.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	For
7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Credit Suisse Group AG

Meeting Date: 04/04/2023	Country: Switzerland	Ticker: CSGN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3698DDY7		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	Against
2	Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 0.05 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Cancellation of Conditional and Conversion Capital Authorizations	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles Re: Shares; Share Register; Transfer of Shares	Mgmt	For	For	For
5.3	Approve Creation of Capital Band within the Upper Limit of CHF 165.1 Million and the Lower Limit of CHF 155.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
5.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6	Approve Climate Strategy Report	Mgmt	For	For	Abstain
7.1.a	Reelect Axel Lehmann as Director and Board Chair	Mgmt	For	For	Against
7.1.b	Reelect Mirko Bianchi as Director	Mgmt	For	For	Against
7.1.c	Reelect Iris Bohnet as Director	Mgmt	For	For	Against
7.1.d	Reelect Clare Brady as Director	Mgmt	For	For	Against
7.1.e	Reelect Christian Gellerstad as Director	Mgmt	For	For	Against
7.1.f	Reelect Keyu Jin as Director	Mgmt	For	For	Against
7.1.g	Reelect Shan Li as Director	Mgmt	For	For	Against
7.1.h	Reelect Seraina Macia as Director	Mgmt	For	For	Against
7.1.i	Reelect Blythe Masters as Director	Mgmt	For	For	Against
7.1.j	Reelect Richard Meddings as Director	Mgmt	For	For	Against
7.1.k	Reelect Amanda Norton as Director	Mgmt	For	For	Against
7.1.l	Reelect Ana Pessoa as Director	Mgmt	For	For	Against
7.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	Mgmt	For	For	Against

## Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Mgmt	For	For	Against
7.2.3	Reappoint Shan Li as Member of the Compensation Committee	Mgmt	For	For	Against
7.2.4	Reappoint Amanda Norton as Member of the Compensation Committee	Mgmt	For	For	Against
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	Against
8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million	Mgmt	For	For	Against
8.2.2	Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million	Mgmt	For	Against	Against
9.1	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9.2	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
10.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
10.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

## Molecular Partners AG

Meeting Date: 04/04/2023	Country: Switzerland	Ticker: MOLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H55351102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.3	Amend Articles Re: Shareholder Rights; General Meetings (incl. Hybrid and Virtual Meetings); Publication and Notices	Mgmt	For	For	For
5.4	Amend Articles of Association	Mgmt	For	For	For

Molecular Partners AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.1	Reelect William Burns as Director	Mgmt	For	Against	Against
6.1.2	Reelect Agnete redriksen as Director	Mgmt	For	For	For
6.1.3	Reelect Dominik Hoechli as Director	Mgmt	For	For	For
6.1.4	Reelect Steven Holtzman as Director	Mgmt	For	For	For
6.1.5	Reelect Sandip Kapadia as Director	Mgmt	For	Against	Against
6.1.6	Reelect Vito Palombella as Director	Mgmt	For	For	For
6.1.7	Reelect Michael Vasconcelles as Director	Mgmt	For	For	For
6.1.8	Reelect Patrick Amstutz as Director	Mgmt	For	For	For
6.2	Reelect William Burns as Board Chair	Mgmt	For	Against	Against
6.3.1	Reappoint William Burns as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3.2	Reappoint Steven Holtzman as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Reappoint Michael Vasconcelles as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Schweiter Technologies AG

Meeting Date: 04/04/2023

Record Date:

Primary Security ID: H73431175

Country: Switzerland

Meeting Type: Annual

Ticker: SWTQ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Receive Report on Fiscal Year 2022 (Non-Voting)	Mgmt			

# Schweiter Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For	For	For
7.1.1	Reelect Daniel Bossard as Director	Mgmt	For	For	For
7.1.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Against
7.1.3	Reelect Jacques Sanche as Director	Mgmt	For	Against	Against
7.1.4	Reelect Lars van der Haegen as Director	Mgmt	For	For	For
7.1.5	Reelect Beat Siegrist as Director	Mgmt	For	Against	Against
7.1.6	Reelect Stephan Widrig as Director	Mgmt	For	For	For
7.1.7	Reelect Heinz Baumgartner as Director and Board Chair	Mgmt	For	Against	Against
7.2.1	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.3	Reappoint Daniel Bossard as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	For	For
9.1	Approve Conversion of Bearer Shares into Registered Shares	Mgmt	For	For	For
9.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Vontobel Holding AG

Meeting Date: 04/04/2023	Country: Switzerland	Ticker: VONN
Record Date:	Meeting Type: Annual	
Primary Security ID: H92070210		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
4.1	Reelect Andreas Utermann as Director	Mgmt	For	For	For
4.2	Reelect Bruno Basler as Director	Mgmt	For	Against	Against
4.3	Reelect Maja Baumann as Director	Mgmt	For	For	For
4.4	Reelect Elisabeth Bourqui as Director	Mgmt	For	For	For
4.5	Reelect David Cole as Director	Mgmt	For	For	For
4.6	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
4.8	Reelect Clara Streit as Director	Mgmt	For	For	For
4.9	Reelect Bjoern Wettergren as Director	Mgmt	For	For	For
5	Reelect Andreas Utermann as Board Chair	Mgmt	For	For	For
6.1	Reappoint Bruno Basler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Michael Halbherr as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Clara Streit as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.4	Appoint Andreas Utermann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.5	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7	Designate VISCHER AG as Independent Proxy	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9.1	Approve Remuneration Report (Non-binding)	Mgmt	For	Against	Against
9.2	Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For	For
9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.9 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	For	For



## Vontobel Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022	Mgmt	For	For	For
9.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
10.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
10.2	Amend Articles Re: General Meeting	Mgmt	For	For	For
10.3	Amend Articles of Association	Mgmt	For	For	For
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## mobilezone holding ag

Meeting Date: 04/05/2023	Country: Switzerland	Ticker: MOZN
Record Date:	Meeting Type: Annual	
Primary Security ID: H55838108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For
3.2	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve CHF 7,708.65 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 550,000	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For	For
6.1.1	Reelect Olaf Swantee as Director	Mgmt	For	For	For
6.1.2	Reelect Gabriela Theus as Director	Mgmt	For	For	For
6.1.3	Reelect Michael Haubrich as Director	Mgmt	For	For	For

mobilezone holding ag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.4	Reelect Lea Sonderegger as Director	Mgmt	For	For	For
6.1.5	Elect Markus Bernhard as Director	Mgmt	For	For	For
6.2	Reelect Olaf Swantee as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Olaf Swantee as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Michael Haubrich as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Lea Sonderegger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4	Designate Hodgskin Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
6.5	Ratify BDO AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

PSP Swiss Property AG

Meeting Date: 04/05/2023

Country: Switzerland

Ticker: PSPN

Record Date:

Meeting Type: Annual

Primary Security ID: H64687124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.80 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Reelect Luciano Gabriel as Director	Mgmt	For	For	For
5.2	Reelect Henrik Saxborn as Director	Mgmt	For	Against	Against
5.3	Reelect Mark Abramson as Director	Mgmt	For	For	For
5.4	Reelect Corinne Denzler as Director	Mgmt	For	For	For
5.5	Reelect Adrian Dudle as Director	Mgmt	For	For	For
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For	For	For
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	Mgmt	For	For	For

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
12.1	Approve Cancellation of Capital Authorization; Editorial Amendments	Mgmt	For	For	For
12.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
12.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
13.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
13.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Straumann Holding AG

Meeting Date: 04/05/2023	Country: Switzerland	Ticker: STMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8300N127		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For

## Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Marco Gadola as Director	Mgmt	For	Against	Against
6.3	Reelect Juan Gonzalez as Director	Mgmt	For	Against	Against
6.4	Reelect Petra Rumpf as Director	Mgmt	For	For	For
6.5	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.6	Reelect Nadia Schmidt as Director	Mgmt	For	Against	Against
6.7	Reelect Regula Wallimann as Director	Mgmt	For	Against	Against
6.8	Elect Olivier Filliol as Director	Mgmt	For	For	For
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Against
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Against
8	Designate Neovius AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.1	Amend Corporate Purpose	Mgmt	For	For	For
10.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	For	For	For
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## UBS Group AG

Meeting Date: 04/05/2023	Country: Switzerland	Ticker: UBSG
Record Date:	Meeting Type: Annual	
Primary Security ID: H42097107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of USD 0.55 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee; Editorial Changes	Mgmt	For	For	For
5.4	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management, excluding French Cross-Border Matter	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	Against	Against
7.2	Reelect Lukas Gaehwiler as Director	Mgmt	For	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
7.11	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
7.12	Reelect Jeanette Wong as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For

## UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million	Mgmt	For	For	For
9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Approve CHF 6.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	Mgmt	For	For	For
13.1	Approve CHF 25.9 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	Mgmt	For	For	For
13.2	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
14	Transact Other Business (Voting)	Mgmt	None	Against	Against

## Zurich Insurance Group AG

Meeting Date: 04/06/2023	Country: Switzerland	Ticker: ZURN
Record Date:	Meeting Type: Annual	
Primary Security ID: H9870Y105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Refer	Against
2	Approve Allocation of Income and Dividends of CHF 24.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	For	For
4.1e	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	For	For

# Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1g	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1h	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1k	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1l	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Adecco Group AG

Meeting Date: 04/12/2023	Country: Switzerland	Ticker: ADEN
Record Date:	Meeting Type: Annual	
Primary Security ID: H00392318		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.85 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 5.3 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Rachel Duan as Director	Mgmt	For	For	For
5.1.3	Reelect Ariane Gorin as Director	Mgmt	For	For	For
5.1.4	Reelect Alexander Gut as Director	Mgmt	For	For	For
5.1.5	Reelect Didier Lamouche as Director	Mgmt	For	For	For
5.1.6	Reelect David Prince as Director	Mgmt	For	For	For
5.1.7	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.8	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.1.9	Elect Sandhya Venugopal as Director	Mgmt	For	For	For
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Komax Holding AG

**Meeting Date:** 04/12/2023

**Country:** Switzerland

**Ticker:** KOMN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H4614U113



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 5.50 per Share	Mgmt	For	For	For
4.1.1	Reelect Beat Kaelin as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect David Dean as Director	Mgmt	For	For	For
4.1.3	Reelect Andreas Haeberli as Director	Mgmt	For	For	For
4.1.4	Reelect Kurt Haerri as Director	Mgmt	For	For	For
4.1.5	Reelect Mariel Hoch as Director	Mgmt	For	For	For
4.1.6	Reelect Roland Siegwart as Director	Mgmt	For	Against	Against
4.1.7	Reelect Juerg Werner as Director	Mgmt	For	For	For
4.2.1	Reappoint Andreas Haeberli as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Roland Siegwart as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3	Designate Tschuemperlin Loetscher Schwarz AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 564,666.60 and the Lower Limit of CHF 513,333.30 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For	For

## Komax Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Swiss Re AG

Meeting Date: 04/12/2023	Country: Switzerland	Ticker: SREN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8431B109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 6.40 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.a	Reelect Sergio Ermotti as Director and Board Chair	Mgmt	For	Against	Against
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
5.1.c	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
5.1.d	Reelect Deanna Ong as Director	Mgmt	For	For	For
5.1.e	Reelect Jay Ralph as Director	Mgmt	For	For	For
5.1.f	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
5.1.g	Reelect Philip Ryan as Director	Mgmt	For	For	For
5.1.h	Reelect Paul Tucker as Director	Mgmt	For	For	For
5.1.i	Reelect Jacques de Vaucleroy as Director	Mgmt	For	For	For
5.1.j	Reelect Larry Zimbleman as Director	Mgmt	For	For	For
5.1.k	Elect Vanessa Lau as Director	Mgmt	For	For	For
5.1.l	Elect Pia Tischhauser as Director	Mgmt	For	For	For
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For	For	For
5.2.5	Appoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	Mgmt	For	For	For
7.2	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.3	Amend Articles of Association	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

VZ Holding AG

Meeting Date: 04/12/2023	Country: Switzerland	Ticker: VZN
Record Date:	Meeting Type: Annual	
Primary Security ID: H9239A111		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.74 per Share	Mgmt	For	For	For
4.1.1	Reelect Roland Iff as Director	Mgmt	For	Against	Against
4.1.2	Reelect Albrecht Langhart as Director	Mgmt	For	Against	Against
4.1.3	Reelect Roland Ledergerber as Director	Mgmt	For	Against	Against
4.1.4	Reelect Olivier de Perregaux as Director	Mgmt	For	Against	Against
4.2	Elect Matthias Reinhart as Director and Board Chair	Mgmt	For	For	For

## VZ Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.1	Reappoint Roland Ledergerber as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.2	Appoint Matthias Reinhart as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.3	Appoint Roland Iff as Member of the Compensation Committee	Mgmt	For	Against	Against
5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.1	Amend Articles of Association	Mgmt	For	For	For
7.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.3	Amend Articles Re: Delegation of Management	Mgmt	For	For	For
7.4	Amend Articles Re: Share Register	Mgmt	For	For	For
7.5	Amend Articles Re: Annulment of the Provision on Universal Meetings	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 570,000	Mgmt	For	For	For
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	For	For
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Mgmt	For	Against	Against
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Emmi AG

Meeting Date: 04/13/2023	Country: Switzerland	Ticker: EMMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H2217C100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board of Directors	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 14.50 per Share	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Fixed Remuneration of the Agricultural Council in the Amount of CHF 40,000	Mgmt	For	For	For
4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.2 Million	Mgmt	For	For	For
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	Against	Against
5.1.1	Reelect Monique Bourquin as Director	Mgmt	For	For	For
5.1.2	Reelect Dominik Buergy as Director	Mgmt	For	For	For
5.1.3	Reelect Thomas Grueter as Director	Mgmt	For	For	For
5.1.4	Reelect Christina Johansson as Director	Mgmt	For	For	For
5.1.5	Reelect Hubert Muff as Director	Mgmt	For	For	For
5.1.6	Reelect Diana Strebel as Director	Mgmt	For	For	For
5.1.7	Reelect Werner Weiss as Director	Mgmt	For	For	For
5.2.1	Elect Urs Riedener as Director and Board Chair	Mgmt	For	For	For
5.2.2	Elect Nadja Lang as Director	Mgmt	For	For	For
5.3.1	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.3.3	Appoint Urs Riedener as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For	For	For
8.1	Amend Articles of Association	Mgmt	For	For	For
8.2	Approve Virtual-Only Shareholder Meetings, if Item 8.1 is Accepted	Mgmt	For	For	For
8.3	Amend Articles Re: Variable Remuneration of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee, if Item 8.1 is Accepted	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.6 Million from 2023 AGM Until 2024 AGM	Mgmt	For	For	For
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2022	Mgmt	For	For	For
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023	Mgmt	For	For	For
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.1 Million for Fiscal Year 2024	Mgmt	For	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For	For
5.1.2	Reelect Gilbert Achermann as Director	Mgmt	For	For	For
5.1.3	Reelect Richard Campbell-Breeden as Director	Mgmt	For	Against	Against
5.1.4	Reelect David Nicol as Director	Mgmt	For	For	For
5.1.5	Reelect Kathryn Shih as Director	Mgmt	For	For	For
5.1.6	Reelect Tomas Muina as Director	Mgmt	For	For	For
5.1.7	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.1.8	Reelect Olga Zoutendijk as Director	Mgmt	For	For	For
5.2	Elect Juerg Hunziker as Director	Mgmt	For	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For	For
8	Approve CHF 155,989.20 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.2	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
9.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
9.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

COMET Holding AG

Meeting Date: 04/14/2023	Country: Switzerland	Ticker: COTN
Record Date:	Meeting Type: Annual	
Primary Security ID: H15586151		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Mariel Hoch as Director	Mgmt	For	For	For
4.2	Reelect Patrick Jany as Director	Mgmt	For	For	For
4.3	Reelect Heinz Kundert as Director	Mgmt	For	For	For
4.4	Reelect Edeltraud Leibrock as Director	Mgmt	For	For	For
4.5	Reelect Tosja Zywietz as Director	Mgmt	For	For	For
4.6	Elect Irene Lee as Director	Mgmt	For	For	For
4.7	Elect Paul Boudre as Director	Mgmt	For	For	For
4.8	Reelect Heinz Kundert as Board Chair	Mgmt	For	For	For

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2	Appoint Paul Boudre as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Appoint Tosja Zywiets as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Designate HuettelLAW AG as Independent Proxy	Mgmt	For	For	For
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	For	For
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Years 2023 and 2024 under the Long-Term Incentive Plan	Mgmt	For	For	For
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For
8.5	Approve Remuneration Report	Mgmt	For	For	For
9.1	Remarks on Agenda Items 9.2 and 9.3 (Non-Voting)	Mgmt			
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 9.3 Million and the Lower Limit of CHF 7.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
9.6	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
9.7	Amend Articles of Association	Mgmt	For	For	For
9.8	Amend Articles Re: Primacy of the German Version of the Articles of Association	Mgmt	For	For	For
9.9	Amend Articles Re: Annulment of the Contribution in Kind and Subscription Right Clauses	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against



## TX Group AG

<b>Meeting Date:</b> 04/14/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> TXGN
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> H84391103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Pietro Supino as Director and Board Chair	Mgmt	For	Against	Against
4.1.2	Reelect Martin Kall as Director	Mgmt	For	Against	Against
4.1.3	Reelect Pascale Bruderer as Director	Mgmt	For	Against	Against
4.1.4	Reelect Sverre Munck as Director	Mgmt	For	Against	Against
4.1.5	Reelect Konstantin Richter as Director	Mgmt	For	Against	Against
4.1.6	Elect Stephanie Caspar as Director	Mgmt	For	Against	Against
4.1.7	Elect Claudia Coninx-Kaczynski as Director	Mgmt	For	Against	Against
4.2.1	Reappoint Martin Kall as Member of the Compensation Committee	Mgmt	For	Against	Against
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For	Against	Against
4.2.3	Appoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3	Designate Gabriela Wyss as Independent Proxy	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 293,163	Mgmt	For	Against	Against
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Bossard Holding AG

<b>Meeting Date:</b> 04/17/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> BOSN
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> H09904105		

## Bossard Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.2	Approve Remuneration Report	Mgmt	For	Against	Against
2.3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
2.4	Approve Allocation of Income and Dividends of CHF 5.50 per Category A Registered Share and CHF 1.10 per Category B Registered Share	Mgmt	For	For	For
3.1	Reelect David Dean as Director Representing Holders of Category A Registered Shares	Mgmt	For	For	For
3.2.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For	For	For
3.2.2	Reelect Martin Kuehn as Director	Mgmt	For	For	For
3.2.3	Reelect Patricia Heidtman as Director	Mgmt	For	For	For
3.2.4	Reelect David Dean as Director	Mgmt	For	For	For
3.2.5	Reelect Petra Ehmann as Director	Mgmt	For	For	For
3.2.6	Reelect Marcel Keller as Director	Mgmt	For	For	For
3.2.7	Elect Ina Toegel as Director	Mgmt	For	For	For
3.3.1	Reappoint David Dean as Member of the Compensation Committee	Mgmt	For	For	For
3.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	Mgmt	For	For	For
3.3.3	Appoint Ina Toegel as Member of the Compensation Committee	Mgmt	For	For	For
3.4	Designate Rene Peyer as Independent Proxy	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Ascom Holding AG

**Meeting Date:** 04/18/2023

**Country:** Switzerland

**Ticker:** ASCN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H0309F189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 0.20 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Valentin Rueda as Director	Mgmt	For	For	For
6.1.2	Reelect Nicole Tschudi as Director	Mgmt	For	Against	Against
6.1.3	Reelect Laurent Dubois as Director	Mgmt	For	For	For
6.1.4	Reelect Juerg Fedier as Director	Mgmt	For	For	For
6.1.5	Reelect Michael Reitermann as Director	Mgmt	For	For	For
6.1.6	Reelect Andreas Schoenenberger as Director	Mgmt	For	For	For
6.2	Reelect Valentin Rueda as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
6.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6.3.3	Reappoint Andreas Schoenenberger as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.5	Designate Franz Mueller as Independent Proxy	Mgmt	For	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 19.8 Million and the Lower Limit of CHF 16.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7.4	Amend Articles of Association	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For	For

Ascom Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
8.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
8.2.3	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Evolva Holding SA

Meeting Date: 04/18/2023	Country: Switzerland	Ticker: EVE
Record Date:	Meeting Type: Annual	
Primary Security ID: H2466D148		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Treatment of Net Loss	Mgmt	For	For	For
5.1	Approve CHF 6.65 Ordinary Share Capital Increase without Preemptive Rights	Mgmt	For	For	For
5.2	Approve 250:1 Reverse Stock Split	Mgmt	For	For	For
5.3	Amend Articles to Reflect Changes in Conditional Capital	Mgmt	For	For	For
6	Approve CHF 51.6 Million Reduction in Share Capital via Reduction in Par Value	Mgmt	For	For	For
7.1.1	Reelect Beat In-Albon as Director	Mgmt	For	For	For
7.1.2	Reelect Stephan Schindler as Director	Mgmt	For	Against	Against
7.1.3	Reelect Christoph Breucker as Director	Mgmt	For	For	For
7.1.4	Reelect Andreas Pfluger as Director	Mgmt	For	For	For
7.1.5	Reelect Andreas Weigelt as Director	Mgmt	For	For	For
7.2	Elect Stephan Schindler as Board Chair	Mgmt	For	Against	Against
7.3.1	Reappoint Christoph Breucker as Member of the Compensation Committee	Mgmt	For	For	For

Evolva Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3.2	Reappoint Andreas Pfluger as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Ratify Mazars AG as Auditors	Mgmt	For	For	For
7.5	Designate Oscar Olano as Independent Proxy	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
10.1	Approve Creation of Capital Band within the Upper Limit of CHF 5.4 Million and the Lower Limit of CHF 3.6 Million with or without Exclusion of Preemptive Rights, if Items 5-6 are Accepted	Mgmt	For	Against	Against
10.2	Amend Articles of Association	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Tecan Group AG

Meeting Date: 04/18/2023

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Primary Security ID: H84774167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.45 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Elect Matthias Gillner as Director	Mgmt	For	For	For
5.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
5.2	Reelect Myra Eskes as Director	Mgmt	For	For	For
5.3	Reelect Oliver Fetzner as Director	Mgmt	For	For	For
5.4	Reelect Karen Huebscher as Director	Mgmt	For	For	For
5.5	Reelect Christa Kreuzburg as Director	Mgmt	For	For	For
5.6	Reelect Daniel Marshak as Director	Mgmt	For	For	For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	For
7.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Oliver Fetzner as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bachem Holding AG

Meeting Date: 04/19/2023

Record Date:

Primary Security ID: H04002145

Country: Switzerland

Meeting Type: Annual

Ticker: BANB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.38 per Share and CHF 0.37 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Mgmt	For	Against	Against
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For	Against	Against

Bachem Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Reelect Helma Wennemers as Director	Mgmt	For	Against	Against
5.4	Reelect Steffen Lang as Director	Mgmt	For	Against	Against
5.5	Reelect Alex Faessler as Director	Mgmt	For	Against	Against
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Ratify MAZARS SA as Auditors	Mgmt	For	For	For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
9.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
9.2	Amend Articles Re: General Meetings	Mgmt	For	For	For
9.3	Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bucher Industries AG

Meeting Date: 04/19/2023

Record Date:

Primary Security ID: H10914176

Country: Switzerland

Meeting Type: Annual

Ticker: BUCN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 13 per Share	Mgmt	For	For	For
4.1.1	Reelect Anita Hauser as Director	Mgmt	For	Against	Against
4.1.2	Reelect Michael Hauser as Director	Mgmt	For	For	For
4.1.3	Reelect Martin Hirzel as Director	Mgmt	For	For	For
4.1.4	Reelect Philip Mosimann as Director and Board Chair	Mgmt	For	For	For
4.1.5	Reelect Stefan Scheiber as Director	Mgmt	For	For	For
4.2	Elect Urs Kaufmann as Director	Mgmt	For	For	For

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Appoint Urs Kaufmann as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
5.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.1	Approve Cancellation of Conditional Capital Authorization	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
6.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
6.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.6	Amend Articles Re: Additional Remuneration of Board and Senior Management	Mgmt	For	For	For
6.7	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

CALIDA Holding AG

Meeting Date: 04/19/2023	Country: Switzerland	Ticker: CALN
Record Date:	Meeting Type: Annual	
Primary Security ID: H12015147		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.1	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For	For	For



CALIDA Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	Mgmt	For	For	For
2.1.1	Elect Felix Sulzberger as Director and Board Chair	Mgmt	For	For	For
2.1.2	Reelect Stefan Portmann as Director	Mgmt	For	Against	Against
2.1.3	Reelect Laurence Bourdon-Tracol as Director	Mgmt	For	For	For
2.1.4	Reelect Patricia Gandji as Director	Mgmt	For	For	For
2.1.5	Reelect Gregor Greber as Director	Mgmt	For	For	For
2.1.6	Elect Allan Kellenberger as Director	Mgmt	For	For	For
2.1.7	Elect Eric Sibbern as Director	Mgmt	For	For	For
2.1.8	Elect Thomas Stoecklin as Director	Mgmt	For	For	For
2.2.1	Appoint Felix Sulzberger as Member of the Compensation Committee	Mgmt	For	For	For
2.2.2	Appoint Stefan Portmann as Member of the Compensation Committee	Mgmt	For	Against	Against
3	Ratify KPMG AG as Auditors	Mgmt	For	Against	Against
4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
6.2	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For	For
6.3	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	For	For
6.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For	For	For
7	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
8.1	Amend Articles Re: Deletion of the Italian Translation of the Company Name	Mgmt	For	For	For
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 907,777.70 and the Lower Limit of CHF 800,161.40 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
8.4	Amend Articles of Association	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/19/2023	Country: Switzerland	Ticker: GEBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H2942E124		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Amend Articles of Association	Mgmt	For	For	For
4.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
4.3	Amend Corporate Purpose	Mgmt	For	For	For
4.4	Amend Articles Re: Share Register and Nominees	Mgmt	For	For	For
4.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	Mgmt	For	For	For
4.7	Amend Articles Re: Board Resolutions	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For	For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Against	Against
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For
9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Georg Fischer AG

Meeting Date: 04/19/2023	Country: Switzerland	Ticker: GF
Record Date:	Meeting Type: Annual	
Primary Security ID: H26091274		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Articles of Association	Mgmt	For	For	For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 4.5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For	For
4.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.1	Reelect Hubert Achermann as Director	Mgmt	For	For	For
5.2	Reelect Peter Hackel as Director	Mgmt	For	For	For
5.3	Reelect Roger Michaelis as Director	Mgmt	For	For	For
5.4	Reelect Eveline Saupper as Director	Mgmt	For	For	For
5.5	Reelect Ayano Senaha as Director	Mgmt	For	For	For
5.6	Reelect Yves Serra as Director	Mgmt	For	For	For
5.7	Elect Monica de Virgiliis as Director	Mgmt	For	For	For

Georg Fischer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Elect Michelle Wen as Director	Mgmt	For	For	For
6.1	Reelect Yves Serra as Board Chair	Mgmt	For	For	For
6.2.1	Reappoint Roger Michaelis as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Appoint Michelle Wen as Member of the Compensation Committee	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
8	Approve Remuneration of Executive Committee in the Amount of CHF 11.7 Million	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Designate Christoph Vaucher as Independent Proxy	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

ORIOR AG

Meeting Date: 04/19/2023

Country: Switzerland

Ticker: ORON

Record Date:

Meeting Type: Annual

Primary Security ID: H59978108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Elect Remo Brunschwiler as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Monika Friedli-Walser as Director	Mgmt	For	For	For
5.1.3	Reelect Walter Luethi as Director	Mgmt	For	For	For
5.1.4	Reelect Monika Schuepbach as Director	Mgmt	For	For	For
5.1.5	Reelect Markus Voegeli as Director	Mgmt	For	For	For
5.2.1	Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

ORIOR AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.2	Appoint Remo Brunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Walter Luethi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Conditional Capital	Mgmt	For	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 28 Million and the Lower Limit of CHF 24.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
6.5	Amend Articles of Association	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 610,000	Mgmt	For	For	For
7.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000	Mgmt	For	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sulzer AG

Meeting Date: 04/19/2023

Record Date:

Primary Security ID: H83580284

Country: Switzerland

Meeting Type: Annual

Ticker: SUN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For
5.1	Elect Suzanne Thoma as Director and Board Chair	Mgmt	For	Against	Against
5.2.1	Reelect David Metzger as Director	Mgmt	For	For	For
5.2.2	Reelect Alexey Moskov as Director	Mgmt	For	For	For
5.2.3	Reelect Markus Kammueler as Director	Mgmt	For	For	For
5.3.1	Elect Prisca Havranek-Kosicek as Director	Mgmt	For	For	For
5.3.2	Elect Hariolf Kottmann as Director	Mgmt	For	For	For
5.3.3	Elect Per Utnegaard as Director	Mgmt	For	For	For
6.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
6.2.1	Appoint Markus Kammueler as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Appoint Hariolf Kottmann as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vetropack Holding AG

Meeting Date: 04/19/2023	Country: Switzerland	Ticker: VETN
Record Date:	Meeting Type: Annual	
Primary Security ID: H91266264		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

# Vetropack Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.00 per Registered Share Series A and CHF 0.20 per Registered Share Series B	Mgmt	For	For	For
4.1	Approve Remuneration Report	Mgmt	For	Against	Against
4.2	Approve Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.6 Million	Mgmt	For	For	For
5.1	Amend Articles of Association	Mgmt	For	For	For
5.2	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.3	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.5	Amend Articles Re: Qualified Majority for Adoption of Resolutions	Mgmt	For	For	For
5.6	Amend Articles Re: Place of Jurisdiction	Mgmt	For	Against	Against
5.7	Amend Articles Re: Authorize Board of Directors to Make Editorial Changes to the Articles of Association	Mgmt	For	For	For
6.1.1	Reelect Soenke Bandixen as Director	Mgmt	For	Against	Against
6.1.2	Reelect Claude Cornaz as Director and Board Chair	Mgmt	For	Against	Against
6.1.3	Reelect Pascal Cornaz as Director	Mgmt	For	Against	Against
6.1.4	Reelect Richard Fritschi as Director	Mgmt	For	Against	Against
6.1.5	Reelect Urs Kaufmann as Director	Mgmt	For	Against	Against
6.1.6	Reelect Diane Nicklas as Director	Mgmt	For	Against	Against
6.1.7	Reelect Jean-Philippe Rochat as Director	Mgmt	For	Against	Against
6.1.8	Elect Raffaella Marzi as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Richard Fritschi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.3	Appoint Raffaella Marzi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For

## Vetropack Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/20/2023	Country: Switzerland	Ticker: LISN
Record Date:	Meeting Type: Annual	
Primary Security ID: H49983176		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 1,300 per Registered Share and CHF 130 per Participation Certificate	Mgmt	For	For	For
5	Approve CHF 37,600 Reduction in Share Capital and CHF 505,440 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Against	Against
6.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Against	Against
6.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Against	Against
6.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Against	Against
6.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	For	For
6.1.6	Reelect Silvio Denz as Director	Mgmt	For	Against	Against
6.1.7	Elect Monique Bourquin as Director	Mgmt	For	For	For
6.2.1	Appoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	For	For



## Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 20 Million	Mgmt	For	For	For
8.1	Amend Articles of Association	Mgmt	For	Against	Against
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Kardex Holding AG

Meeting Date: 04/20/2023	Country: Switzerland	Ticker: KARN
Record Date:	Meeting Type: Annual	
Primary Security ID: H44577189		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For	For	For
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For	For	For
4.1.3	Reelect Andreas Haeberli as Director	Mgmt	For	For	For
4.1.4	Reelect Ulrich Looser as Director	Mgmt	For	Against	Against
4.1.5	Reelect Jennifer Maag as Director	Mgmt	For	For	For
4.1.6	Elect Maria Vacalli as Director	Mgmt	For	For	For
4.1.7	Reelect Felix Thoeni as Director	Mgmt	For	For	For
4.2	Reelect Felix Thoeni as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
4.3.2	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.3	Appoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Annulment of the Opting Up Clause	Mgmt	For	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	Against	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Nestle SA

Meeting Date: 04/20/2023

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	Against	Against
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For	For	For
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.2	Amend Articles of Association	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Siegfried Holding AG

Meeting Date: 04/20/2023	Country: Switzerland	Ticker: SFZN
Record Date:	Meeting Type: Annual	
Primary Security ID: H75942153		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve CHF 15.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.40 per Share	Mgmt	For	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 71.8 Million and the Lower Limit of CHF 65.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million for Fiscal Year 2024	Mgmt	For	For	For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2022	Mgmt	For	For	For
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023	Mgmt	For	For	For
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For	For	For
6.1.2	Reelect Isabelle Welton as Director	Mgmt	For	For	For
6.1.3	Reelect Wolfram Carius as Director	Mgmt	For	For	For
6.1.4	Reelect Andreas Casutt as Director	Mgmt	For	For	For
6.1.5	Reelect Martin Schmid as Director	Mgmt	For	For	For
6.1.6	Reelect Beat Walti as Director	Mgmt	For	For	For
6.2	Elect Elodie Cingari as Director	Mgmt	For	For	For
6.3	Reelect Andreas Casutt as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
6.4.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For	For	For
7.1	Amend Articles Re: Share Register	Mgmt	For	For	For

# Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.3	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
7.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
8	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

# SIG Group AG

Meeting Date: 04/20/2023	Country: Switzerland	Ticker: SIGN
Record Date:	Meeting Type: Annual	
Primary Security ID: H76406117		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
6.1.1	Reelect Andreas Umbach as Director	Mgmt	For	Against	Against
6.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For
6.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For	For	For
6.1.4	Reelect Mariel Hoch as Director	Mgmt	For	For	For
6.1.5	Reelect Laurens Last as Director	Mgmt	For	For	For
6.1.6	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
6.1.7	Reelect Martine Snels as Director	Mgmt	For	For	For
6.1.8	Reelect Matthias Waehren as Director	Mgmt	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Florence Jeantet as Director	Mgmt	For	For	For
6.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	Against	Against
6.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Mariel Hoch as Member of the Compensation Committee	Mgmt	For	For	For
6.4.3	Appoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For	For	For
7	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For	For
8.1	Amend Corporate Purpose	Mgmt	For	For	For
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	Mgmt	For	For	For
8.3	Amend Articles of Association	Mgmt	For	For	For
8.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
9	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Allreal Holding AG

Meeting Date: 04/21/2023	Country: Switzerland	Ticker: ALLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0151D100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Ordinary Dividends of CHF 3.50 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

# Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Ralph-Thomas Honegger as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Philipp Gmuer as Director	Mgmt	For	For	For
4.1.3	Reelect Andrea Sieber as Director	Mgmt	For	Against	Against
4.1.4	Reelect Peter Spuhler as Director	Mgmt	For	For	For
4.1.5	Reelect Olivier Steimer as Director	Mgmt	For	For	For
4.1.6	Reelect Thomas Stenz as Director	Mgmt	For	For	For
4.1.7	Reelect Juerg Stoeckli as Director	Mgmt	For	For	For
4.1.8	Reelect Anja Guelpa as Director	Mgmt	For	For	For
4.2.1	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.2.3	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3	Designate Andre Weber as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
5.4	Approve Variable Remuneration for Departing Executive Committee Members in the Amount of CHF 300,000	Mgmt	For	For	For
5.5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.3 Million and the Lower Limit of CHF 15.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
6.3	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/21/2023	Country: Switzerland	Ticker: ARBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0267A107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 0.15 per Share	Mgmt	For	For	For
3.2	Approve Dividends of CHF 0.15 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1.1	Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.1.2	Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.1.3	Reelect Peter Bodmer as Director	Mgmt	For	For	For
4.1.4	Reelect Heinz Haller as Director and Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.1.5	Reelect Markus Oppliger as Director	Mgmt	For	For	For
4.1.6	Reelect Michael Pieper as Director	Mgmt	For	For	For
4.1.7	Reelect Thomas Lozser as Director	Mgmt	For	For	For
4.1.8	Reelect Carsten Voigtlaender as Director	Mgmt	For	For	For
4.2	Designate Roland Keller as Independent Proxy	Mgmt	For	For	For
4.3	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1.1	Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 277.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.1.2	Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 262.8 Million with or without Exclusion of Preemptive Rights, if Item 5.1.1 is Accepted	Mgmt	For	For	For
5.2	Approve Creation of CHF 58 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
5.3	Approve Creation of CHF 8.8 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For	For



Arbonia AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
5.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.7	Amend Articles of Association	Mgmt	For	For	For
5.8	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For	Against	Against
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
6.2	Approve Remuneration of Directors in the Amount of CHF 2.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	Against	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Cembra Money Bank AG

Meeting Date: 04/21/2023	Country: Switzerland	Ticker: CMBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H1329L107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.95 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Joerg Behrens as Director	Mgmt	For	For	For
5.1.2	Reelect Marc Berg as Director	Mgmt	For	For	For
5.1.3	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.1.4	Reelect Alexander Finn as Director	Mgmt	For	For	For
5.1.5	Reelect Susanne Kloess-Braekler as Director	Mgmt	For	Against	Against
5.1.6	Reelect Monica Maechler as Director	Mgmt	For	For	For
5.2	Elect Francesco Morra as Director	Mgmt	For	For	For
5.3	Elect Francesco Morra as Board Chair	Mgmt	For	For	For

## Cembra Money Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
5.4.2	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
5.4.3	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For	For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
6.5	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Medartis Holding AG

Meeting Date: 04/21/2023	Country: Switzerland	Ticker: MED
Record Date:	Meeting Type: Annual	
Primary Security ID: H54007101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against	Against
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For

# Medartis Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	Mgmt	For	For	For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 3.6 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6.3	Amend Articles Re: General Meetings	Mgmt	For	For	For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
6.5	Amend Articles Re: Duties of the Board of Directors; Board Resolutions; Size of Nomination and Compensation Committee	Mgmt	For	For	For
6.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7.1	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Thomas Straumann as Director	Mgmt	For	For	For
7.3	Reelect Daniel Herren as Director	Mgmt	For	Against	Against
7.4	Reelect Willi Miesch as Director	Mgmt	For	For	For
7.5	Reelect Damien Tappy as Director	Mgmt	For	Against	Against
7.6	Reelect Nadia Schmidt as Director	Mgmt	For	For	For
7.7	Reelect Ciro Roemer as Director	Mgmt	For	For	For
8.1	Reappoint Damien Tappy as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8.2	Reappoint Daniel Herren as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8.3	Appoint Ciro Roemer as Member of the Nomination and Compensation Committee, if Item 6.5 is Rejected	Mgmt	For	For	For
9	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For	For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2	Receive Auditor's Report (Non-Voting)	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1	Approve Allocation of Income and Dividends of CHF 2.40 per Share	Mgmt	For	For	For
6.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.2 Million	Mgmt	For	For	For
8.1.1	Reelect Guglielmo Brentel as Director	Mgmt	For	For	For
8.1.2	Reelect Josef Felder as Director	Mgmt	For	For	For
8.1.3	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
8.1.4	Reelect Corine Mauch as Director	Mgmt	For	For	Against
8.1.5	Elect Claudia Pletscher as Director	Mgmt	For	For	Against
8.2	Elect Josef Felder as Board Chair	Mgmt	For	For	For
8.3.1	Reappoint Vincent Albers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.2	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.3	Appoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.4	Appoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Mgmt	For	For	Against
8.4	Designate Marianne Sieger as Independent Proxy	Mgmt	For	For	For
8.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For

## Flughafen Zuerich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Amend Articles Re: General Meetings	Mgmt	For	Against	Against
9.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
9.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Bystronic AG

Meeting Date: 04/25/2023	Country: Switzerland	Ticker: BYS
Record Date:	Meeting Type: Annual	
Primary Security ID: H1161X102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Transfer of CHF 12.6 Million from Legal Reserves to Free Reserves	Mgmt	For	For	For
2.2	Approve Allocation of Income and Dividends of CHF 12.00 per Class A Share and CHF 2.40 per Class B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Heinz Baumgartner as Director	Mgmt	For	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Matthias Auer as Director	Mgmt	For	For	For
4.4	Reelect Inge Delobelle as Director	Mgmt	For	For	For
4.5	Reelect Urs Riedener as Director	Mgmt	For	Against	Against
4.6	Reelect Robert Spoerry as Director	Mgmt	For	For	For
4.7	Elect Felix Schmidheiny as Director	Mgmt	For	For	For
4.8	Elect Eva Zauke as Director	Mgmt	For	For	For
5	Reelect Heinz Baumgartner as Board Chair	Mgmt	For	For	For
6.1	Reappoint Urs Riedener as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Robert Spoerry as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Appoint Inge Delobelle as Member of the Compensation Committee	Mgmt	For	For	For
7.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For

Bystronic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9	Designate Marianne Sieger as Independent Proxy	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
10.2	Amend Articles Re: Variable Remuneration	Mgmt	For	For	For
10.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
10.4	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
10.5	Amend Articles of Association	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

V-ZUG Holding AG

Meeting Date: 04/25/2023

Country: Switzerland

Ticker: VZUG

Record Date:

Meeting Type: Annual

Primary Security ID: H92191107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against	Against
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Oliver Riemenschneider as Director	Mgmt	For	For	For
4.1.2	Reelect Annelies Buhofer as Director	Mgmt	For	For	For
4.1.3	Reelect Prisca Hafner as Director	Mgmt	For	For	For
4.1.4	Reelect Tobias Knechtle as Director	Mgmt	For	For	For
4.1.5	Reelect Petra Rumpf as Director	Mgmt	For	For	For
4.1.6	Reelect Juerg Werner as Director	Mgmt	For	For	For
4.2	Reelect Oliver Riemenschneider as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Prisca Hafner as Member of the Personnel and Compensation Committee	Mgmt	For	For	For

V-ZUG Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.2	Reappoint Juerg Werner as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
4.4	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 750,000	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 660,000	Mgmt	For	Against	Against
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

EPIC Suisse AG

Meeting Date: 04/26/2023

Record Date:

Primary Security ID: H2347N109

Country: Switzerland

Meeting Type: Annual

Ticker: EPIC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Dividends of CHF 3.00 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Ron Greenbaum as Director	Mgmt	For	Against	Against
6.1.2	Reelect Stefan Breitenstein as Director	Mgmt	For	Against	Against
6.1.3	Reelect Andreas Schneiter as Director	Mgmt	For	For	For

EPIC Suisse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.4	Reelect Leta Kennel as Director	Mgmt	For	For	For
6.2	Reelect Ron Greenbaum as Board Chair	Mgmt	For	Against	Against
6.3.1	Reappoint Stefan Breitenstein as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3.2	Reappoint Ron Greenbaum as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 600,000	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	For	For
8	Designate ADROIT Attorneys as Independent Proxy	Mgmt	For	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For	For
10.1	Amend Articles Re: Conditional Capital	Mgmt	For	For	For
10.2	Approve Creation of Capital Band within the Upper Limit of CHF 454,523.36 and the Lower Limit of CHF 371,882.72 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10.3	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
10.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

SFS Group AG

Meeting Date: 04/26/2023	Country: Switzerland	Ticker: SFSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H7482F118		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Remuneration of Directors in the Amount of CHF 1.5 million	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 million	Mgmt	For	For	For
2.4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For	For	For
5.1	Amend Articles of Association	Mgmt	For	For	For
5.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
5.3	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
5.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
6.1	Reelect Peter Bauschatz as Director	Mgmt	For	For	For
6.2	Reelect Nick Huber as Director	Mgmt	For	For	For
6.3	Reelect Urs Kaufmann as Director	Mgmt	For	Against	Against
6.4	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For	Against	Against
6.5	Reelect Manuela Suter as Director	Mgmt	For	For	For
6.6	Reelect Joerg Walther as Director	Mgmt	For	For	For
6.7	Elect Fabian Tschan as Director	Mgmt	For	For	For
7.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.3	Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

APG SGA SA

Meeting Date: 04/27/2023

Record Date:

Primary Security ID: H0281K107

Country: Switzerland

Meeting Type: Annual

Ticker: APGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Auditor's Report	Mgmt			
2.1	Accept Annual Report	Mgmt	For	For	For
2.2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Reelect Daniel Hofer as Director	Mgmt	For	Against	Against
5.2	Reelect Xavier Le Clef as Director	Mgmt	For	Against	Against
5.3	Elect David Bourg as Director	Mgmt	For	Against	Against
5.4	Reelect Maya Bundt as Director	Mgmt	For	Against	Against
5.5	Reelect Jolanda Grob as Director	Mgmt	For	Against	Against
5.6	Reelect Markus Scheidegger as Director	Mgmt	For	Against	Against
6	Reelect Daniel Hofer as Board Chair	Mgmt	For	Against	Against
7.1	Reappoint Jolanda Grob as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Markus Scheidegger as Member of the Compensation Committee	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Amount of CHF 850,000	Mgmt	For	For	For
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
10	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	Against	Against
11	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
12	Designate Costin van Berchem as Independent Proxy	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

HIAG Immobilien Holding AG

Meeting Date: 04/27/2023

Record Date:

Primary Security ID: H3634R100

Country: Switzerland

Meeting Type: Annual

Ticker: HIAG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.66 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 2.24 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Reelect Felix Grisard as Director	Mgmt	For	Against	Against
4.2	Reelect Salome Varnholt as Director	Mgmt	For	For	For
4.3	Reelect Jvo Grundler as Director	Mgmt	For	For	For
4.4	Reelect Balz Halter as Director	Mgmt	For	For	For
4.5	Reelect Anya Meyer as Director	Mgmt	For	For	For
4.6	Reelect Micha Blattmann as Director	Mgmt	For	For	For
4.7	Reelect Felix Grisard as Board Chair	Mgmt	For	Against	Against
4.8	Reelect Balz Halter as Vice Chair	Mgmt	For	For	For
5.1	Reappoint Salome Varnholt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Balz Halter as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Appoint Anja Meyer as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy (Non-Binding)	Mgmt	For	Against	Against
8	Designate Oscar Battegay as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

**Medacta Group SA**

<b>Meeting Date:</b> 04/27/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> MOVE
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> H7251B108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against	Against
2.1	Approve Allocation of Income and Dividends of CHF 0.27 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 0.27 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Alberto Siccardi as Director	Mgmt	For	Against	Against
4.2	Reelect Maria Siccardi Tonolli as Director	Mgmt	For	For	For
4.3	Reelect Victor Balli as Director	Mgmt	For	For	For
4.4	Reelect Riccardo Braglia as Director	Mgmt	For	For	For
4.5	Reelect Philippe Weber as Director	Mgmt	For	For	For
5	Reelect Alberto Siccardi as Board Chair	Mgmt	For	Against	Against
6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	Mgmt	For	For	For
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Mgmt	For	For	For
7	Designate Fulvio Pelli as Independent Proxy	Mgmt	For	For	For
8	Ratify Deloitte SA as Auditors	Mgmt	For	For	For
9.1.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
9.1.2	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Mgmt	For	Against	Against
9.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
9.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For	For	For
9.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For	For
10.1	Amend Articles Re: Subscription Rights; Share Register	Mgmt	For	For	For
10.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against

Medacta Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.3	Amend Articles of Association	Mgmt	For	For	For
10.4	Amend Articles Re: Compensation of Board and Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Baloise Holding AG

Meeting Date: 04/28/2023

Record Date:

Primary Security ID: H04530202

Country: Switzerland

Meeting Type: Annual

Ticker: BALN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 7.40 per Share	Mgmt	For	For	For
4.1	Change Company Name to Baloise Holding AG	Mgmt	For	For	For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
4.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
4.4	Amend Articles Re: Board Meetings and Resolutions; Electronic Communication	Mgmt	For	For	For
4.5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
5.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Christoph Maeder as Director	Mgmt	For	For	For
5.1.c	Reelect Maya Bundt as Director	Mgmt	For	For	For
5.1.d	Reelect Claudia Dill as Director	Mgmt	For	For	For
5.1.e	Reelect Christoph Gloor as Director	Mgmt	For	For	For
5.1.f	Reelect Hugo Lasat as Director	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.g	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
5.1.h	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
5.1.i	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	For
5.1.j	Reelect Marie-Noealle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
5.2.1	Reappoint Christoph Gloor as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
6.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
7.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
7.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Helvetia Holding AG

Meeting Date: 04/28/2023

Record Date:

Primary Security ID: H3701P102

Country: Switzerland

Meeting Type: Annual

Ticker: HELN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 5.90 per Share	Mgmt	For	For	For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For	For	For
4.2.1	Reelect Hans Kuenzle as Director	Mgmt	For	Against	Against
4.2.2	Elect Rene Cotting as Director	Mgmt	For	For	For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For	For	For
4.2.4	Reelect Ivo Furrer as Director	Mgmt	For	For	For
4.2.5	Reelect Luigi Lubelli as Director	Mgmt	For	For	For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For	Against	Against
4.2.7	Reelect Andreas von Planta as Director	Mgmt	For	Against	Against
4.2.8	Reelect Regula Wallimann as Director	Mgmt	For	Against	Against
4.2.9	Elect Yvonne Macus as Director	Mgmt	For	For	For
4.3.1	Appoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
6.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6.2	Amend Articles Re: General Meetings	Mgmt	For	For	For
6.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
6.4	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7	Designate Advokatur & Notariat Bachmann as Independent Proxy	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/28/2023	Country: Switzerland	Ticker: METN
Record Date:	Meeting Type: Annual	
Primary Security ID: H5386Y118		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 3.00 per Registered Share Series A and CHF 30.00 per Registered Share Series B	Mgmt	For	For	For
3	Approve CHF 675,000 Investment in the CO2-Funds as Part of the CO2-Compensating Measures	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.a	Reelect Martin Wipfli as Director	Mgmt	For	Against	Against
5.1.b	Reelect Dominik Berchtold as Director	Mgmt	For	Against	Against
5.1.c	Reelect Claudia Pletscher as Director	Mgmt	For	For	For
5.1.d	Elect Claudia Pletscher as Shareholder Representative of Series B Shares	Mgmt	For	For	For
5.1.e	Reelect Bernhard Eschermann as Director	Mgmt	For	For	For
5.2	Elect David Dean as Director	Mgmt	For	For	For
5.3	Reelect Martin Wipfli as Board Chair	Mgmt	For	Against	Against
5.4.1	Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.4.2	Reappoint Bernhard Eschermann as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.5	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For
5.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	Mgmt	For	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For	For
7.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For



## Metall Zug AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.4	Amend Articles Re: Duties and Powers of the Board of Directors	Mgmt	For	For	For
7.5	Amend Articles Re: Duties and Powers of the Auditors	Mgmt	For	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee; Compensation	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Swiss Life Holding AG

Meeting Date: 04/28/2023	Country: Switzerland	Ticker: SLHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8404J162		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 30.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.5	Reelect Ueli Dietiker as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Reelect Henry Peter as Director	Mgmt	For	For	For
5.9	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.10	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.11	Reelect Klaus Tschuetscher as Director	Mgmt	For	Against	Against
5.12	Elect Philomena Colatrella as Director	Mgmt	For	For	For
5.13	Elect Severin Moser as Director	Mgmt	For	For	For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.16	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	Against	Against
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Approve CHF 130,800 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Galenica AG

Meeting Date: 05/03/2023

Record Date:

Primary Security ID: H85158113

Country: Switzerland

Meeting Type: Annual

Ticker: GALE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 1.10 from Retained Earnings	Mgmt	For	For	For
3.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Duties of Board of Directors; Composition of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
6.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
7.1.1	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
7.1.2	Elect Markus Neuhaus as Board Chair	Mgmt	For	For	For
7.1.3	Reelect Bertrand Jungo as Director	Mgmt	For	For	For
7.1.4	Reelect Pascale Bruderer as Director	Mgmt	For	For	For
7.1.5	Reelect Judith Meier as Director	Mgmt	For	For	For
7.1.6	Reelect Andreas Walde as Director	Mgmt	For	For	For
7.1.7	Elect Solange Peters as Director	Mgmt	For	For	For
7.1.8	Elect Joerg Zulauf as Director	Mgmt	For	For	For
7.2.1	Reappoint Andreas Walde as Member of the Compensation Committee	Mgmt	For	For	For
7.2.2	Appoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For	For	For
7.2.3	Appoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For	For	For
7.2.4	Appoint Solange Peters as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For	For
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Investis Holding SA

Meeting Date: 05/03/2023

Country: Switzerland

Ticker: IREN

Record Date:

Meeting Type: Annual

Primary Security ID: H4282B108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Investis Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
4.1.2	Reelect Stephane Bonvin as Director	Mgmt	For	For	For
4.1.3	Reelect Christian Gellerstad as Director	Mgmt	For	For	For
4.1.4	Reelect Thomas Vettiger as Director	Mgmt	For	Against	Against
4.1.5	Elect Corine Blesi as Director	Mgmt	For	For	For
4.2	Reelect Thomas Vettiger as Board Chair	Mgmt	For	Against	Against
4.3.1	Reappoint Albert Baehny as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Appoint Corine Blesi as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration Report	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	For	For
6	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

SKAN Group AG

Meeting Date: 05/03/2023	Country: Switzerland	Ticker: SKAN
Record Date:	Meeting Type: Annual	
Primary Security ID: H11596105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.25 per Share	Mgmt	For	For	For
4.1.1	Reelect Gert Thoenen as Director and Board Chair	Mgmt	For	For	For

SKAN Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Reelect Oliver Baumann as Director	Mgmt	For	Against	Against
4.1.3	Reelect Cornelia Gehrig as Director	Mgmt	For	For	For
4.1.4	Reelect Thomas Huber as Director	Mgmt	For	For	For
4.1.5	Reelect Beat Luethi as Director	Mgmt	For	Against	Against
4.1.6	Reelect Gregor Plattner as Director	Mgmt	For	Against	Against
4.1.7	Reelect Patrick Schaer as Director	Mgmt	For	Against	Against
5.1.1	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.1.2	Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.1.3	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
6	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of CHF 575,000	Mgmt	For	For	For
8	Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	Mgmt	For	For	For
9	Ratify BDO AG as Auditors	Mgmt	For	For	For
10	Designate v.FISCHER Recht AG as Independent Proxy	Mgmt	For	For	For
11.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
11.2	Amend Articles Re: Interim Dividend and Interim Financial Statements	Mgmt	For	For	For
11.3	Amend Articles Re: Qualified Majority for Adoption of Resolutions	Mgmt	For	For	For
11.4	Amend Articles Re: Duties of the Board of Directors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

St. Galler Kantonalbank AG

Meeting Date: 05/03/2023	Country: Switzerland	Ticker: SGKN
Record Date:	Meeting Type: Annual	
Primary Security ID: H82646102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

# St. Galler Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 17.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Elect Roland Ledergerber as Director and Board Chair	Mgmt	For	Against	Against
4.2	Elect Manuel Ammann as Director	Mgmt	For	Against	Against
4.3	Elect Andrea Cornelius as Director	Mgmt	For	For	For
4.4	Elect Claudia Viehweger as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
4.5	Elect Kurt Rueegg as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
4.6	Elect Adrian Rueesch as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
4.7	Elect Rolf Birrer as Director from July 1, 2023	Mgmt	For	Against	Against
4.8	Elect Daniel Ott as Director	Mgmt	For	Against	Against
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	Against	Against
6	Designate rtwp Rechtsanwaelte & notare as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Temenos AG

Meeting Date: 05/03/2023	Country: Switzerland	Ticker: TEMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8547Q107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.10 per Share	Mgmt	For	For	For

Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of USD 2.3 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 30 Million	Mgmt	For	For	For
5.1.1	Elect Xavier Cauchois as Director	Mgmt	For	For	For
5.1.2	Elect Dorothee Deuring as Director	Mgmt	For	For	For
5.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	Against	Against
5.2.2	Reelect Ian Cookson as Director	Mgmt	For	Against	Against
5.2.3	Reelect Peter Spenser as Director	Mgmt	For	For	For
5.2.4	Reelect Maurizio Carli as Director	Mgmt	For	For	For
5.2.5	Reelect Deborah Forster as Director	Mgmt	For	For	For
5.2.6	Reelect Cecilia Hulten as Director	Mgmt	For	For	For
6.1	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Deborah Forster as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Appoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Appoint Dorothee Deuring as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Holcim Ltd.

Meeting Date: 05/04/2023	Country: Switzerland	Ticker: HOLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3816Q102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Refer	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividends of CHF 2.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
4.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
4.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.1.1	Reelect Jan Jenisch as Director and Elect as Board Chair	Mgmt	For	For	For
5.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
5.1.3	Reelect Kim Fausing as Director	Mgmt	For	For	For
5.1.4	Reelect Leanne Geale as Director	Mgmt	For	For	For
5.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For	For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
5.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For	For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
5.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	For	For
5.2.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.2.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.2.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.2.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.3.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For	For	For



Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve CHF 80 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Climate Report	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Idorsia Ltd.

Meeting Date: 05/04/2023

Record Date:

Primary Security ID: H3879B109

Country: Switzerland

Meeting Type: Annual

Ticker: IDIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Mathieu Simon as Director	Mgmt	For	For	For
4.1.2	Reelect Joern Aldag as Director	Mgmt	For	For	For
4.1.3	Reelect Jean-Paul Clozel as Director	Mgmt	For	For	For
4.1.4	Reelect Felix Ehrat as Director	Mgmt	For	Against	Against
4.1.5	Reelect Srishti Gupta as Director	Mgmt	For	For	For
4.1.6	Reelect Peter Kellogg as Director	Mgmt	For	For	For
4.1.7	Reelect Sandy Mahatme as Director	Mgmt	For	For	For
4.1.8	Elect Sophie Kornowski as Director	Mgmt	For	For	For
4.2	Reelect Mathieu Simon as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Felix Ehrat as Chairman of the Nomination, Compensation and Governance Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Srishti Gupta as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.3	Reappoint Mathieu Simon as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.4	Appoint Sophie Kornowski as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For

Idorsia Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For	For	For
6	Designate BachmannPartner AG as Independent Proxy	Mgmt	For	For	For
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
8.1	Amend Corporate Purpose	Mgmt	For	For	For
8.2	Approve Creation of CHF 1.3 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	Against	Against
8.3	Approve Creation of Capital Band within the Upper Limit of CHF 14.1 Million and the Lower Limit of CHF 4.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8.4	Amend Articles Re: Exclusion of Subscription Rights up to 20 Percent of Share Capital; Form of Shares and Share Register	Mgmt	For	Against	Against
8.5	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
8.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

SoftwareONE Holding AG

Meeting Date: 05/04/2023	Country: Switzerland	Ticker: SWON
Record Date:	Meeting Type: Annual	
Primary Security ID: H5682F102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.35 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Daniel von Stockar as Director	Mgmt	For	For	For
4.2	Reelect Jose Duarte as Director	Mgmt	For	For	For

## SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Reelect Timo Ihamuotila as Director	Mgmt	For	For	For
4.4	Reelect Marie-Pierre Rogers as Director	Mgmt	For	Against	Against
4.5	Reelect Isabelle Romy as Director	Mgmt	For	For	For
4.6	Reelect Adam Warby as Director	Mgmt	For	For	For
4.7	Reelect Jim Freeman as Director	Mgmt	For	For	For
4.8	Elect Elizabeth Theophille as Director	Mgmt	For	For	For
5	Elect Adam Warby as Board Chair	Mgmt	For	For	For
6.1	Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Daniel von Stockar as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Adam Warby as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4	Appoint Jose Duarte as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.7 Million	Mgmt	For	For	For
10.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
10.2	Amend Articles Re: General Meetings	Mgmt	For	For	For
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
10.4	Amend Articles of Association	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Zur Rose Group AG

Meeting Date: 05/04/2023	Country: Switzerland	Ticker: ROSE
Record Date:	Meeting Type: Annual	
Primary Security ID: H9875C108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Articles Re: Electronic Exercise of Financial Instruments	Mgmt	For	For	For
4.2	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
4.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
4.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
4.5	Amend Articles Re: Publication and Notices to Shareholders	Mgmt	For	For	For
5.1	Approve Creation of Capital Band within the Upper Limit of CHF 485.7 Million and the Lower Limit of CHF 384.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.2	Approve CHF 20.2 Million Reduction in the Capital Band Lower Limit, if Item 5.1 is Approved	Mgmt	For	For	For
5.3	Approve Extension of Capital Band until Sep. 30, 2027, if Item 5.1 is Approved	Mgmt	For	For	For
6	Approve Creation of CHF 12 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For	For
7	Approve Creation of CHF 118.1 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
8.1	Amend Articles Re: Exclusion of Preemptive Rights up to Ten Percent	Mgmt	For	For	For
8.2	Amend Articles Re: Extend the Provision on Exclusion of Preemptive Rights until Sep. 30, 2027, if Item 8.1 is Approved	Mgmt	For	For	For
9	Amend Articles Re: Long-Term Incentive Plan	Mgmt	For	For	For
10	Change Company Name to DocMorris AG; Change Location of Registered Office/Headquarters to Frauenfeld, Switzerland	Mgmt	For	For	For
11.1	Reelect Walter Oberhaensli as Director and Board Chair	Mgmt	For	Against	Against
11.2	Reelect Andrea Belliger as Director	Mgmt	For	For	For

Zur Rose Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Reelect Stefan Feuerstein as Director	Mgmt	For	For	For
11.4	Reelect Rongrong Hu as Director	Mgmt	For	For	For
11.5	Reelect Christian Mielsch as Director	Mgmt	For	For	For
11.6	Reelect Florian Seubert as Director	Mgmt	For	For	For
12.1	Reappoint Rongrong Hu as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
12.2	Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
12.3	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
13	Designate Buis Buergi AG as Independent Proxy	Mgmt	For	For	For
14	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
15.1	Approve Remuneration Report	Mgmt	For	For	For
15.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2024	Mgmt	For	For	For
15.3	Approve Short-Term and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022	Mgmt	For	For	For
15.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2023	Mgmt	For	For	For
15.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2024	Mgmt	For	For	For
15.6	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2024	Mgmt	For	For	For
16	Transact Other Business (Voting)	Mgmt	For	Against	Against

Alcon Inc.

Meeting Date: 05/05/2023	Country: Switzerland	Ticker: ALC
Record Date:	Meeting Type: Annual	
Primary Security ID: H01301128		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.21 per Share	Mgmt	For	For	For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
4.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	Mgmt	For	For	For
5.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
5.3	Reelect Raquel Bono as Director	Mgmt	For	For	For
5.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
5.5	Reelect David Endicott as Director	Mgmt	For	For	For
5.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
5.7	Reelect Keith Grossman as Director	Mgmt	For	Against	Against
5.8	Reelect Scott Maw as Director	Mgmt	For	For	For
5.9	Reelect Karen May as Director	Mgmt	For	For	For
5.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
5.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Amend Articles Re: General Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Lonza Group AG

Meeting Date: 05/05/2023	Country: Switzerland	Ticker: LONN
Record Date:	Meeting Type: Annual	
Primary Security ID: H50524133		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	Against	Against
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Dufry AG

Meeting Date: 05/08/2023	Country: Switzerland	Ticker: DUFN
Record Date:	Meeting Type: Annual	
Primary Security ID: H2082J107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Treatment of Net Loss	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 834.3 Million and the Lower Limit of CHF 607.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
4.3	Approve Creation of CHF 227 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
4.4	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
4.5	Amend Articles of Association	Mgmt	For	Against	Against
4.6	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
4.7	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
4.8	Approve Increase in Size of Board to 12 Members	Mgmt	For	For	For
5.1	Reelect Juan Carretero as Director and Board Chair	Mgmt	For	For	For
5.2.a	Reelect Xavier Bouton as Director	Mgmt	For	For	For
5.2.b	Reelect Alessandro Benetton as Director	Mgmt	For	For	For
5.2.c	Reelect Heekyung Jo Min as Director	Mgmt	For	Against	Against
5.2.d	Reelect Enrico Laghi as Director	Mgmt	For	For	For
5.2.e	Reelect Luis Camino as Director	Mgmt	For	For	For
5.2.f	Reelect Joaquin Cabrera as Director	Mgmt	For	For	For
5.2.g	Reelect Ranjan Sen as Director	Mgmt	For	For	For
5.2.h	Reelect Mary Guilfoile as Director	Mgmt	For	For	For
5.2.i	Reelect Lynda Tyler-Cagni as Director	Mgmt	For	For	For
5.2.j	Reelect Eugenia Ulasewicz as Director	Mgmt	For	For	For
5.3	Elect Sami Kahale as Director	Mgmt	For	For	For
6.1	Reappoint Enrico Laghi as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Luis Camino as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Designate Altenburger Ltd legal + tax as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 11 Million	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 49.5 Million for Fiscal Year 2023	Mgmt	For	For	For
9.3	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million for Fiscal Year 2024	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Accelleron Industries AG

Meeting Date: 05/09/2023Country: SwitzerlandTicker: ACLN

Record Date:Meeting Type: Annual

Primary Security ID: H0029X106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.73 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Oliver Riemenschneider as Director and Board chair	Mgmt	For	For	For
5.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For
5.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For
5.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For
5.1.5	Reelect Gabriele Sons as Director	Mgmt	For	For	For
5.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
5.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Meeting Date: 05/09/2023	Country: Switzerland	Ticker: KNIN
Record Date:	Meeting Type: Annual	
Primary Security ID: H4673L145		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 14.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.3	Reelect David Kamenetzky as Director	Mgmt	For	For	For
4.1.4	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.6	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.7	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.8	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2	Elect Vesna Nevistic as Director	Mgmt	For	For	For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against
7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swissquote Group Holding Ltd.

Meeting Date: 05/10/2023	Country: Switzerland	Ticker: SQN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8403Y103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Markus Dennler as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Jean-Christophe Pernollet as Director	Mgmt	For	For	For
5.1.3	Reelect Beat Oberlin as Director	Mgmt	For	Against	Against
5.1.4	Reelect Monica Dell'Anna as Director	Mgmt	For	For	For
5.1.5	Reelect Michael Ploog as Director	Mgmt	For	For	For
5.1.6	Reelect Paolo Buzzi as Director	Mgmt	For	For	For
5.1.7	Reelect Demetra Kalogerou as Director	Mgmt	For	For	For
5.1.8	Elect Esther Finidor as Director	Mgmt	For	For	For
5.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

## Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.3	Appoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
5.4	Designate Juan Gil as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 3.4 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.2	Amend Articles Re: General Meetings	Mgmt	For	For	For
7.3	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
7.4	Amend Articles Re: Compensation of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7.5	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## The Swatch Group AG

Meeting Date: 05/10/2023	Country: Switzerland	Ticker: UHR
Record Date:	Meeting Type: Annual	
Primary Security ID: H83949141		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Bearer Shares	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	Mgmt	For	For	For

# The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For	Against	Against
5.1	Reelect Nayla Hayek as Director	Mgmt	For	Against	Against
5.2	Reelect Ernst Tanner as Director	Mgmt	For	Against	Against
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For	Against	Against
5.4	Reelect Georges Hayek as Director	Mgmt	For	Against	Against
5.5	Reelect Claude Nicollier as Director	Mgmt	For	Against	Against
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For	Against	Against
5.7	Reelect Nayla Hayek as Board Chair	Mgmt	For	Against	Against
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

# The Swatch Group AG

Meeting Date: 05/10/2023	Country: Switzerland	Ticker: UHR
Record Date:	Meeting Type: Annual	
Primary Security ID: H83949141		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Registered Shares	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	Mgmt	For	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For	Against	Against
5.1	Reelect Nayla Hayek as Director	Mgmt	For	Against	Against
5.2	Reelect Ernst Tanner as Director	Mgmt	For	Against	Against
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For	Against	Against
5.4	Reelect Georges Hayek as Director	Mgmt	For	Against	Against
5.5	Reelect Claude Nicollier as Director	Mgmt	For	Against	Against
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For	Against	Against
5.7	Reelect Nayla Hayek as Board Chair	Mgmt	For	Against	Against
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Against	Against

## The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Interroll Holding AG

Meeting Date: 05/12/2023	Country: Switzerland	Ticker: INRN
Record Date:	Meeting Type: Annual	
Primary Security ID: H4247Q117		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 32 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Sustainability Report	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6.3	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.5	Amend Articles Re: Annulment of Special Provisions for Anchor Shareholders	Mgmt	For	For	For
6.6	Amend Articles Re: Remuneration Report; Additional Remuneration of Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.7	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For
8.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For	Against	Against
8.2	Reelect Stefano Mercorio as Director	Mgmt	For	For	For



## Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Reelect Ingo Specht as Director	Mgmt	For	For	For
8.4	Reelect Elena Cortona as Director	Mgmt	For	For	For
8.5	Reelect Markus Asch as Director	Mgmt	For	For	For
8.6	Reelect Susanne Schreiber as Director	Mgmt	For	For	For
9.1	Reappoint Markus Asch as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Stefano Mercorio as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
11	Designate Francesco Adami as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Stadler Rail AG

Meeting Date: 05/12/2023	Country: Switzerland	Ticker: SRAIL
Record Date:	Meeting Type: Annual	
Primary Security ID: H813A0106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Peter Spuhler as Director	Mgmt	For	For	For
4.2	Reelect Hans-Peter Schwald as Director	Mgmt	For	For	For
4.3	Reelect Barbara Egger-Jenzer as Director	Mgmt	For	For	For
4.4	Reelect Christoph Franz as Director	Mgmt	For	Against	Against
4.5	Reelect Wojciech Kostrzewa as Director	Mgmt	For	For	For
4.6	Reelect Doris Leuthard as Director	Mgmt	For	For	For
4.7	Reelect Kurt Rueegg as Director	Mgmt	For	Against	Against
4.8	Reelect Stefan Asenkerschbaumer as Director	Mgmt	For	For	For
5	Reelect Peter Spuhler as Board Chair	Mgmt	For	For	For

Stadler Rail AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reappoint Barbara Egger-Jenzer as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Peter Spuhler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Ulrich Mayer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
10.1	Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	For	For
10.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	For	For
11.1	Amend Corporate Purpose	Mgmt	For	For	For
11.2	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For	For
11.3	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
11.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
11.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
11.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors; Agreements with Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

BKW AG

Meeting Date: 05/15/2023	Country: Switzerland	Ticker: BKW
Record Date:	Meeting Type: Annual	
Primary Security ID: H10053108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.80 per Share and Extraordinary Dividends of CHF 1.25 per Share	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Amend Articles Re: Application for Registration; Threshold for Convening General Meeting and Submitting Items to the Agenda; Shareholder Representation	Mgmt	For	For	For
4.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
4.4	Amend Articles Re: Duties of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
4.5	Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	Mgmt	For	Against	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	Against	Against
6.1.1	Reelect Carole Ackermann as Director	Mgmt	For	For	For
6.1.2	Reelect Roger Baillod as Director	Mgmt	For	For	For
6.1.3	Reelect Petra Denk as Director	Mgmt	For	For	For
6.1.4	Reelect Rebecca Guntern as Director	Mgmt	For	For	For
6.1.5	Reelect Martin a Porta as Director	Mgmt	For	For	For
6.1.6	Reelect Kurt Schaer as Director	Mgmt	For	For	For
6.2	Reelect Roger Baillod as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Roger Baillod as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6.3.2	Reappoint Rebecca Guntern as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6.3.3	Reappoint Andreas Rickenbacher as Member of the Compensation and Nomination Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Designate Andreas Byland as Independent Proxy	Mgmt	For	For	For
6.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Jungfraubahn Holding AG

Meeting Date: 05/15/2023	Country: Switzerland	Ticker: JFN
Record Date:	Meeting Type: Annual	
Primary Security ID: H44114116		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 3.60 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Reelect Heinz Karrer as Director and Board Chair	Mgmt	For	For	For
5.2.1	Reelect Nils Graf as Director	Mgmt	For	For	For
5.2.2	Reelect Catrina Gaehwiler as Director	Mgmt	For	For	For
5.2.3	Reelect Catherine Muehlemann as Director	Mgmt	For	For	For
5.2.4	Reelect Hanspeter Ruefenacht as Director	Mgmt	For	Against	Against
5.2.5	Reelect Thomas Ruoff as Director	Mgmt	For	For	For
6.1	Reappoint Catherine Muehlemann as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Hanspeter Ruefenacht as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Thomas Ruoff as Member of the Compensation Committee	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 640,000	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	For	For
8.1	Designate Melchior Glatthard as Independent Proxy	Mgmt	For	For	For
8.2	Designate Niklaus Glatthard as Substitute Independent Proxy	Mgmt	For	For	For

# Jungfraubahn Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify BDO AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Sensirion Holding AG

Meeting Date: 05/15/2023	Country: Switzerland	Ticker: SENS
Record Date:	Meeting Type: Annual	
Primary Security ID: H7448F129		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Moritz Lechner as Director and Board Co-Chair	Mgmt	For	For	For
4.1.2	Reelect Felix Mayer as Director and Board Co-Chair	Mgmt	For	Against	Against
4.1.3	Reelect Ricarda Demarmels as Director	Mgmt	For	For	For
4.1.4	Reelect Francois Gabella as Director	Mgmt	For	For	For
4.1.5	Reelect Anja Koenig as Director	Mgmt	For	For	For
4.1.6	Reelect Franz Studer as Director	Mgmt	For	For	For
4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.2.3	Appoint Francois Gabella as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.4	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 950,000	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For	For	For

## Sensirion Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 297,350	Mgmt	For	For	For
6.1	Amend Articles Re: Share Register	Mgmt	For	For	For
6.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
6.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Romande Energie Holding SA

Meeting Date: 05/16/2023	Country: Switzerland	Ticker: HREN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0279X103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 36.00 per Share	Mgmt	For	For	For
4	Approve 1:25 Stock Split	Mgmt	For	For	For
5.1	Amend Articles of Association	Mgmt	For	For	For
5.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
5.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.1.1	Reelect Nicolas Fulpius as Director	Mgmt	For	For	For
6.1.2	Reelect Stephane Gard as Director	Mgmt	For	For	For
6.1.3	Reelect Guy Mustaki as Director	Mgmt	For	Against	Against

## Romande Energie Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.4	Reelect Alphonse-Marie Veuthey as Director	Mgmt	For	Against	Against
6.2	Reelect Guy Mustaki as Board Chair	Mgmt	For	Against	Against
6.3.1	Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Olivier Gfeller as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.4	Ratify Ernst & Young SA as Auditors	Mgmt	For	For	For
6.5	Designate Gabriel Cottier as Independent Proxy	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 790,000	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	For	For
7.3	Amend Articles Re: Principles of Remuneration of Executive Committee	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## VAT Group AG

Meeting Date: 05/16/2023	Country: Switzerland	Ticker: VACN
Record Date:	Meeting Type: Annual	
Primary Security ID: H90508104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For	For	For
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For	For	For
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For	For	For

## VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.5	Reelect Libo Zhang as Director	Mgmt	For	Against	Against
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For	For	For
4.1.7	Reelect Maria Heriz as Director	Mgmt	For	For	For
4.1.8	Elect Petra Denk as Director	Mgmt	For	For	For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5	Designate Roger FoeHN as Independent Proxy	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For	For
7.2	Amend Articles Re: Shares and Share Register; Annulment of the Opting-Out Clause	Mgmt	For	For	For
7.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
7.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
8	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Amend Articles Re: Board of Directors Term of Office	Mgmt	For	For	For
10.1	Approve Remuneration Report	Mgmt	For	For	For
10.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 869,093 for Fiscal Year 2022	Mgmt	For	For	For
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2024	Mgmt	For	For	For
10.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2024	Mgmt	For	For	For



VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2023 AGM to 2024 AGM	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Chubb Limited

Meeting Date: 05/17/2023	Country: Switzerland	Ticker: CB
Record Date: 03/24/2023	Meeting Type: Annual	
Primary Security ID: H1467J104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	Against	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
5.5	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.6	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	Against	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For	For
10.2	Reduction of Par Value	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For	For
11.3	Approve Remuneration Report	Mgmt	For	Refer	Against
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
15	Report on Human Rights Risk Assessment	SH	Against	For	For

Coca-Cola HBC AG

Meeting Date: 05/17/2023

Record Date: 05/15/2023

Primary Security ID: H1512E100

Country: Switzerland

Meeting Type: Annual

Ticker: CCH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Treatment of Net Loss	Mgmt	For	For	For
2.2	Approve Dividend from Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Against	Against
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	For	For
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For	For
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For	For	For
4.2.1	Elect George Leventis as Director	Mgmt	For	For	For
4.2.2	Elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
7	Approve UK Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Swiss Remuneration Report	Mgmt	For	Against	Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Coca-Cola HBC AG

Meeting Date: 05/17/2023

Record Date:

Primary Security ID: H1512E100

Country: Switzerland

Meeting Type: Annual

Ticker: CCH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

# Valiant Holding AG

Meeting Date: 05/17/2023

Record Date:

Primary Security ID: H90203128

Country: Switzerland

Meeting Type: Annual

Ticker: VATN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
7.1	Reelect Markus Gygax as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Christoph Buehler as Director	Mgmt	For	For	For
7.3	Reelect Barbara Artmann as Director	Mgmt	For	For	For
7.4	Reelect Maya Bundt as Director	Mgmt	For	Against	Against

## Valiant Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Reelect Roger Harlacher as Director	Mgmt	For	For	For
7.6	Reelect Roland Herrmann as Director	Mgmt	For	For	For
7.7	Reelect Marion Khueny as Director	Mgmt	For	For	For
7.8	Reelect Ronald Traechsel as Director	Mgmt	For	For	For
8.1	Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8.2	Reappoint Markus Gygax as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Designate burckhardt AG as Independent Proxy	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Partners Group Holding AG

Meeting Date: 05/24/2023	Country: Switzerland	Ticker: PGHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H6120A101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 37.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
4.3	Amend Articles of Association	Mgmt	For	For	For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For

## Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million	Mgmt	For	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million	Mgmt	For	For	For
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000	Mgmt	For	For	For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	For	For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	For	For
7.1.4	Reelect Anne Lester as Director	Mgmt	For	For	For
7.1.5	Elect Gaelle Olivier as Director	Mgmt	For	For	For
7.1.6	Reelect Martin Strobel as Director	Mgmt	For	For	For
7.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
7.1.8	Reelect Flora Zhao as Director	Mgmt	For	Against	Against
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Reappoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Dottikon ES Holding AG

Meeting Date: 05/25/2023	Country: Switzerland	Ticker: DESN
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H20416139		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Against	Against
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Garmin Ltd.

Meeting Date: 06/09/2023	Country: Switzerland	Ticker: GRMN
Record Date: 04/14/2023	Meeting Type: Annual	
Primary Security ID: H2906T109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
5b	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
5c	Elect Director Min H. Kao	Mgmt	For	For	For
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5e	Elect Director Charles W. Peffer	Mgmt	For	For	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chairman	Mgmt	For	For	For
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For
7d	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
12	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	Mgmt	For	For	For
15	Cancel Repurchased Shares	Mgmt	For	For	For
16	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
17	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
18	Approve Reduction of Par Value	Mgmt	For	For	For
19	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
20	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	Mgmt	For	For	For
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	Mgmt	For	For	For

Sonova Holding AG

Meeting Date: 06/12/2023

Record Date:

Primary Security ID: H8024W106

Country: Switzerland

Meeting Type: Annual

Ticker: SOON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	For	For	For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For



Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For
5.1.3	Reelect Gregory Behar as Director	Mgmt	For	For	For
5.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For	For
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	Against	Against
5.1.7	Reelect Julie Tay as Director	Mgmt	For	For	For
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For	For
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	For
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
8.1	Amend Corporate Purpose	Mgmt	For	For	For
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
8.4	Amend Articles of Association	Mgmt	For	For	For
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Ypsomed Holding AG

**Meeting Date:** 06/28/2023

**Country:** Switzerland

**Ticker:** YPSN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H9725B102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.65 per Share from Retained Earnings and CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
4.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	Against	Against
5.1	Approve Remuneration Report	Mgmt	For	Against	Against
5.2	Approve Fixed Remuneration of Directors in the Amount of CHF 620,000	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Directors in the Amount of CHF 166,026	Mgmt	For	Against	Against
5.4	Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Mgmt	For	Against	Against
5.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	For	For
5.6	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million	Mgmt	For	For	For
5.7	Approve Share-Based Long-Term Remuneration of Executive Committee in the Amount of CHF 600,000	Mgmt	For	For	For
6.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Paul Fonteyne as Director	Mgmt	For	Against	Against
6.1.3	Reelect Martin Muenchbach as Director	Mgmt	For	For	For
6.1.4	Reelect Betuel Unaran as Director	Mgmt	For	For	For
6.1.5	Reelect Simon Michel as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

## Ypsomed Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.2	Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Designate Peter Staehli as Independent Proxy	Mgmt	For	For	For
6.4	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## DSM-Firmenich AG

Meeting Date: 06/29/2023	Country: Switzerland	Ticker: DSFIR
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H0245V108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
5	Transact Other Business (Voting)	Mgmt	For	Against	Against

## LEM Holding SA

Meeting Date: 06/29/2023	Country: Switzerland	Ticker: LEHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H48909149		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 52 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For	For
6.1	Reelect Ilan Cohen as Director	Mgmt	For	Against	Against
6.2	Reelect Francois Gabella as Director	Mgmt	For	Against	Against
6.3	Reelect Andreas Huerlimann as Director and Board Chair	Mgmt	For	Against	Against
6.4	Reelect Ulrich Looser as Director	Mgmt	For	Against	Against
6.5	Reelect Ueli Wampfler as Director	Mgmt	For	Against	Against
6.6	Reelect Werner Weber as Director	Mgmt	For	Against	Against
7.1	Reappoint Andreas Huerlimann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.3	Appoint Werner Weber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young Ltd. as Auditors	Mgmt	For	For	For
10.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
10.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10.3	Amend Articles of Association	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Burckhardt Compression Holding AG

**Meeting Date:** 07/01/2023

**Country:** Switzerland

**Ticker:** BCHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H12013100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 12.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Articles of Association	Mgmt	For	For	For
4.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
4.3	Approve Creation of Capital Band within the Upper Limit of CHF 9.4 Million and the Lower Limit of CHF 8.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
4.4	Amend Articles of Association	Mgmt	For	For	For
5.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
5.1.2	Reelect Monika Kruesi as Director	Mgmt	For	Against	Against
5.1.3	Reelect Stephan Bross as Director	Mgmt	For	Against	Against
5.1.4	Reelect David Dean as Director	Mgmt	For	For	For
5.1.5	Reelect Maria Vacalli as Director	Mgmt	For	Against	Against
5.1.6	Elect Kaspar Kelterborn as Director	Mgmt	For	For	For
5.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Stephan Bross as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3.3	Appoint Maria Vacalli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
6.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2022	Mgmt	For	For	For
6.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For

## Burckhardt Compression Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Fixed Remuneration of Directors in the Amount of CHF 890,000	Mgmt	For	For	For
6.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2024	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Dottikon ES Holding AG

Meeting Date: 07/07/2023	Country: Switzerland	Ticker: DESN
Record Date:	Meeting Type: Annual	
Primary Security ID: H20416139		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5.1	Reelect Markus Blocher as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Alfred Scheidegger as Director	Mgmt	For	Against	Against
5.3	Reelect Bernhard Urwyler as Director	Mgmt	For	Against	Against
6.1	Reappoint Markus Blocher as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Alfred Scheidegger as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of CHF 200,000	Mgmt	For	For	For
8	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For	For
10	Designate Michael Wicki as Independent Proxy	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

# EMS-Chemie Holding AG

**Meeting Date:** 08/12/2023

**Country:** Switzerland

**Ticker:** EMSN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H22206199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 764,000	Mgmt	For	For	For
3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	Against	Against
4	Approve Allocation of Income and Ordinary Dividends of CHF 15.75 per Share and a Special Dividend of CHF 4.25 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Against	Against
6.1.2	Elect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.1.4	Elect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.2	Ratify BDO AG as Auditors	Mgmt	For	For	For
6.3	Designate Robert Daepfen as Independent Proxy	Mgmt	For	For	For
7	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Evolva Holding SA

**Meeting Date:** 08/24/2023

**Country:** Switzerland

**Ticker:** EVE

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** H2466D148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Creation of CHF 2.5 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
2	Approve Increase in the Capital Band Upper Limit to CHF 7.8 Million	Mgmt	For	Against	Against
3	Transact Other Business (Voting)	Mgmt	For	Against	Against

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023

Record Date:

Primary Security ID: H25662182

Country: Switzerland

Meeting Type: Annual

Ticker: CFR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Against
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against	Against
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For



Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	Against	Against
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
5.17	Elect Fiona Druckenmiller as Director	Mgmt	For	For	For
5.18	Elect Bram Schot as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For	Against	Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For	Against	Against
10.1	Amend Articles Re: Registration Threshold for Nominees	Mgmt	For	For	For
10.2	Amend Articles Re: Restriction on Empty Voting	Mgmt	For	For	For
10.3	Amend Articles Re: General Meeting	Mgmt	For	Against	Against
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Logitech International S.A.

Meeting Date: 09/13/2023	Country: Switzerland	Ticker: LOGN
Record Date: 09/07/2023	Meeting Type: Annual	
Primary Security ID: H50430232		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Remuneration Report	Mgmt	For	For	For
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
6A	Amend Articles Re: Shareholders Rights and General Meeting of Shareholders	Mgmt	For	For	For
6B	Amend Articles Re: Compensation and Mandates	Mgmt	For	For	For
6C	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
6D	Amend Articles Re: Administrative amendments to the Articles of Incorporation	Mgmt	For	For	For
7	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
8A	Elect Director Patrick Aebischer	Mgmt	For	For	For
8B	Elect Director Wendy Becker	Mgmt	For	For	For
8C	Elect Director Edouard Bugnion	Mgmt	For	For	For
8D	Elect Director Guy Gecht	Mgmt	For	For	For
8E	Elect Director Marjorie Lao	Mgmt	For	For	For
8F	Elect Director Neela Montgomery	Mgmt	For	For	For
8G	Elect Director Deborah Thomas	Mgmt	For	For	For
8H	Elect Director Christopher Jones	Mgmt	For	For	For
8I	Elect Director Kwok Wang Ng	Mgmt	For	For	For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8J	Elect Director Sascha Zahn	Mgmt	For	For	For
9	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
10A	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For
10B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For
10C	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of CHF 3,700,000	Mgmt	For	For	For
12	Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000	Mgmt	For	For	For
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2024	Mgmt	For	For	For
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For
A	Authorize Independent Representative to Vote on Any New or Amended Resolutions	Mgmt	For	Against	Against

Novartis AG

Meeting Date: 09/15/2023

Record Date:

Primary Security ID: H5820Q150

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: NOVN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	Mgmt	For	For	For
2	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	Mgmt	For	For	For
3	Transact Other Business (Voting)	Mgmt	For	Against	Against

Dufry AG

Meeting Date: 11/03/2023

Record Date:

Primary Security ID: H2082J107

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: DUFN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Company Name to Avolta AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Barry Callebaut AG

Meeting Date: 12/06/2023

Record Date:

Primary Security ID: H05072105

Country: Switzerland

Meeting Type: Annual

Ticker: BARN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against	Against
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 29.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For	For
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	Against	Against
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	Against	Against
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
4.1.5	Reelect Tim Minges as Director	Mgmt	For	Against	Against
4.1.6	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	Against	Against
4.1.7	Reelect Yen Tan as Director	Mgmt	For	Against	Against
4.1.8	Reelect Thomas Intrator as Director	Mgmt	For	For	For
4.2	Elect Mauricio Graber as Director	Mgmt	For	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.2	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.3	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.4	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against	Against
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
6.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
6.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings	Mgmt	For	For	For
6.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.7	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against