

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 03/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Novartis AG

Meeting Date: 03/05/2024

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
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial 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 3.30 per Share	Mgmt	For	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	Refer	Against
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	Against	Against
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
6.12	Reelect William Winters as Director	Mgmt	For	For	For
6.13	Reelect John Young as Director	Mgmt	For	For	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against	Against

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Roche Holding AG

Meeting Date: 03/12/2024 **Country:** Switzerland **Ticker:** ROG
Record Date: **Meeting Type:** Annual

Primary Security ID: H69293217

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 Report	Mgmt	For	Against	Against
2.2	Approve Sustainability Report	Mgmt	For	For	For
3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Mgmt	For	Against	Against
3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	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 9.60 per Share	Mgmt	For	For	For
6.1	Reelect 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	Against	Against
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 Akiko Iwasaki as Director	Mgmt	For	For	For
6.7	Reelect Richard Lifton as Director	Mgmt	For	For	For
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	For	For
6.9	Reelect Mark Schneider as Director	Mgmt	For	For	For

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6.11	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Against
6.12	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Against
6.13	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
6.14	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Against	Against
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	For
9	Designate Testaris AG as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

TE Connectivity Ltd.

Meeting Date: 03/13/2024

Country: Switzerland

Ticker: TEL

Record Date: 02/22/2024

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 Heath A. Mitts	Mgmt	For	For	For
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	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	Approve Remuneration Report	Mgmt	For	Refer	Against
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	Refer	Against
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

Daetwyler Holding AG

Meeting Date: 03/14/2024 **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 Sustainability Report	Mgmt	For	For	For
1.3	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	Nominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	Against	Against
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For	Against	Against
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For	Against	Against
4.4	Reelect Claude Cornaz as Director	Mgmt	For	Against	Against
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	Elect Dirk Lambrecht as Director	Mgmt	For	Against	Against
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

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2.35 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Schindler Holding AG

Meeting Date: 03/19/2024

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 Ordinary Dividends of CHF 4.00 per Share and Extraordinary Dividends of CHF 1.00 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Mgmt	For	Against	Against
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	Against	Against
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7.6 Million	Mgmt	For	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	For	For
6.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Against	Against
6.2.1	Reelect Alfred Schindler as Director	Mgmt	For	Against	Against
6.2.2	Reelect Patrice Bula as Director	Mgmt	For	For	For
6.2.3	Reelect Luc Bonnard as Director	Mgmt	For	Against	Against

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.4	Reelect Monika Buetler as Director	Mgmt	For	For	For
6.2.5	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
6.2.6	Reelect Tobias Staehelin as Director	Mgmt	For	Against	Against
6.2.7	Reelect Carole Vischer as Director	Mgmt	For	Against	Against
6.2.8	Reelect Petra Winkler as Director	Mgmt	For	Against	Against
6.3	Elect Christoph Maeder as Director	Mgmt	For	Against	Against
6.4	Elect Thomas Zurbuchen as Director	Mgmt	For	Against	Against
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
6.8	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
7	Amend Articles Re: Annulment of the Compulsory Shares for the Board of Directors Clause	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swiss Prime Site AG

Meeting Date: 03/19/2024 **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	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 5.5 Million	Mgmt	For	For	For
6.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Reto Conrad as Director	Mgmt	For	For	For
6.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
6.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
6.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
6.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
6.1.7	Elect Detlef Trefzger as Director	Mgmt	For	For	For
6.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
6.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

ABB Ltd.

Meeting Date: 03/21/2024 **Country:** Switzerland **Ticker:** ABBN
Record Date: 03/13/2024 **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	Refer	Against
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	For	For
7.5	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

ALSO Holding AG

Meeting Date: 03/21/2024 **Country:** Switzerland **Ticker:** ALSN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0178Q159

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 Non-Financial Report	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 4.80 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	Against	Against

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Mgmt	For	Against	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 4.5 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
7.4	Ratify Ernst and 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

Givaudan SA

Meeting Date: 03/21/2024

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Discharge of Board of Directors	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 Roberto Guidetti as Director	Mgmt	For	For	For
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.4	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 4.4 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

EFG International AG

Meeting Date: 03/22/2024

Country: Switzerland

Ticker: EFGN

Record Date:

Meeting Type: Annual

Primary Security ID: H2078C108

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 Sustainability Report	Mgmt	For	For	For
4.1	Approve Treatment of Net Loss	Mgmt	For	For	For

EFG International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 4.6 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	Against	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	Against	Against
7.1.a	Reelect Emmanuel Bussetil as Director	Mgmt	For	Against	Against
7.1.b	Reelect Alexander Classen as Director	Mgmt	For	Against	Against
7.1.c	Reelect Boris Collardi as Director	Mgmt	For	Against	Against
7.1.d	Reelect Roberto Isolani as Director	Mgmt	For	Against	Against
7.1.e	Reelect John Latsis as Director	Mgmt	For	For	For
7.1.f	Reelect Maria Leistner as Director	Mgmt	For	For	For
7.1.g	Reelect Philip Lofts as Director	Mgmt	For	Against	Against
7.1.h	Reelect Carlo Lombardini as Director	Mgmt	For	For	For
7.1.i	Reelect Pericles Petalas as Director	Mgmt	For	For	For
7.1.j	Reelect Stuart Robertson as Director	Mgmt	For	For	For
7.1.k	Reelect Yok Tak Amy Yip as Director	Mgmt	For	For	For
7.1.l	Elect Prasanna Gopalakrishnan as Director	Mgmt	For	For	For
7.2	Reelect Alexander Classen as Board Chair	Mgmt	For	Against	Against
8.1	Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8.2	Reappoint Alexander Classen as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8.3	Reappoint Boris Collardi as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8.4	Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8.5	Appoint Philip Lofts as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
9	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For

EFG International AG

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

BELIMO Holding AG

Meeting Date: 03/25/2024 **Country:** Switzerland **Ticker:** BEAN
Record Date: 03/14/2024 **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 Non-Financial Report	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1	Amend Articles Re: General Meetings	Mgmt	For	For	For
6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.3	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	Mgmt	For	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	Mgmt	For	For	For
7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	Mgmt	For	For	For
8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	Mgmt	For	For	For
9.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	For	For
9.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	Against	Against

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1.3	Reelect Sandra Emme as Director	Mgmt	For	Against	Against
9.1.4	Reelect Urban Linsi as Director	Mgmt	For	For	For
9.1.5	Reelect Ines Poeschel as Director	Mgmt	For	For	For
9.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For	For	For
9.1.7	Reelect Martin Zwysig as Director	Mgmt	For	Against	Against
9.2.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	Against	Against
9.2.2	Reelect Martin Zwysig as Deputy Chair	Mgmt	For	Against	Against
9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

DKSH Holding AG

Meeting Date: 03/26/2024

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
2	Approve Sustainability Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.25 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For

DKSH Holding 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 19.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	Against	Against
6.1.1	Reelect Gabriel Baertschi as Director	Mgmt	For	For	For
6.1.2	Reelect Wolfgang Baier as Director	Mgmt	For	For	For
6.1.3	Reelect Jack Clemons 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	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For	For
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7	Ratify Ernst and Young AG as Auditors	Mgmt	For	For	For
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

SGS SA

Meeting Date: 03/26/2024

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 Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
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 Jens Riedl 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
4.2	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 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 10.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For	For	For
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/26/2024

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 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Elect Thomas Aebischer as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/27/2024

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 1.70 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Reelect Urs Kaufmann as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Beat Kaelin as Director	Mgmt	For	For	For
5.3	Reelect Marina Bill as Director	Mgmt	For	For	For
5.4	Reelect Monika Buetler as Director	Mgmt	For	Against	Against
5.5	Reelect Kerstin Guenther as Director	Mgmt	For	For	For
5.6	Reelect Rolf Seiffert as Director	Mgmt	For	For	For
5.7	Reelect Franz Studer as Director	Mgmt	For	For	For
5.8	Reelect Joerg Walther as Director	Mgmt	For	For	For
6.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
8.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.1 Million for the Period from July 1, 2024 to June 30, 2025	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For	For
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2023	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

HUBER+SUHNER AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Designate Bratschi AG as Independent Proxy	Mgmt	For	For	For
11	Approve CHF 252,500 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/27/2024 **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	Against	Against
1.3	Approve Non-Financial Report	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 Michael Rechsteiner as Director and Board Chair	Mgmt	For	Against	Against
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin 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
4.8	Elect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For	For	For
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 10.9 Million	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte 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