

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

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

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

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
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

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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
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

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.3	Reelect Luc Bonnard as Director	Mgmt	For	Against	Against
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

Swiss Prime Site 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	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
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
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

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

EFG International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

EFG International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
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

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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 Zwyszig as Director	Mgmt	For	Against	Against
9.2.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	Against	Against
9.2.2	Reelect Martin Zwyszig 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

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
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

DKSH Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

SGS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Sika AG

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

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

HUBER+SUHNER AG

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

HUBER+SUHNER AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Inficon Holding AG

Meeting Date: 04/04/2024

Country: Switzerland

Ticker: IFCN

Record Date: 03/27/2024

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For	For	For
5.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Against
5.3	Reelect Beat Siegrist as Director	Mgmt	For	Against	Against
5.4	Reelect Reto Suter as Director	Mgmt	For	For	For
5.5	Reelect Lukas Winkler as Director	Mgmt	For	Against	Against
6.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For	Against	Against
6.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For	For	For
6.3	Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For	Against	Against
7	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For
11	Approve Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2024	Mgmt	For	For	For
12	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For
13	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2025	Mgmt	For	For	For
14	Transact Other Business (Voting)	Mgmt	For	Against	Against

PSP Swiss Property AG

Meeting Date: 04/04/2024

Country: Switzerland

Ticker: PSPN

Record Date: 03/27/2024

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 3.85 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
5.6	Elect Katharina Lichtner 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
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 900,000	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 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

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
12.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Calida Holding AG

Meeting Date: 04/05/2024

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
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income and Dividends of CHF 0.30 per Share	Mgmt	For	For	For
1.3	Approve Dividends of CHF 0.30 per Share from Capital Contribution Reserves	Mgmt	For	For	For
2.1.1	Reelect Felix Sulzberger as Director and Board Chair	Mgmt	For	Against	Against
2.1.2	Reelect Gregor Greber as Director	Mgmt	For	For	For
2.1.3	Reelect Allan Kellenberger as Director	Mgmt	For	For	For
2.1.4	Reelect Thomas Stoecklin as Director	Mgmt	For	For	For
2.1.5	Elect Corinna Werkle as Director	Mgmt	For	For	For
2.2.1	Reappoint Felix Sulzberger as Member of the Compensation Committee	Mgmt	For	Against	Against
2.2.2	Appoint Thomas Stoecklin as Member of the Compensation Committee	Mgmt	For	For	For
2.2.3	Appoint Corinna Werkle as Member of the Compensation Committee	Mgmt	For	For	For
3	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Calida Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
6.2	Approve Remuneration of Directors in the Amount of CHF 620,000	Mgmt	For	For	For
6.3	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	For	For
6.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 600,000	Mgmt	For	For	For
7	Approve Non-Financial Report	Mgmt	For	For	For
8	Approve Reduction in the Capital Band Lower Limit to CHF 633,535	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Forbo Holding AG

Meeting Date: 04/05/2024

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
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability 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 25.00 per Share	Mgmt	For	For	For
4.1	Approve Creation of Capital Band within the Upper Limit of CHF 163,350 and the Lower Limit of CHF 133,650 with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
4.3	Amend Articles of Association	Mgmt	For	For	For
5.1	Approve Remuneration Report	Mgmt	For	Against	Against

Forbo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 390,000 for Fiscal Year 2023	Mgmt	For	Against	Against
5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect This Schneider as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Michael Pieper as Director	Mgmt	For	Against	Against
6.3	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For	Against	Against
6.4	Reelect Eveline Saupper as Director	Mgmt	For	For	For
6.5	Reelect Vincent Studer as Director	Mgmt	For	Against	Against
6.6	Elect Joerg Kampmeyer as Director	Mgmt	For	For	For
6.7	Elect Bernhard Merki as Director	Mgmt	For	For	For
7.1	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For	Against	Against
7.3	Appoint Bernhard Merki as Member of the Compensation Committee	Mgmt	For	For	For
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

Meeting Date: 04/08/2024

Country: Switzerland

Ticker: BOSN

Record Date:

Meeting Type: Annual

Primary Security ID: H09904105

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 4.00 per Category A Registered Share and CHF 0.80 per Category B Registered Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
4.3	Approve Remuneration Report	Mgmt	For	Against	Against
5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	Mgmt	For	For	For
5.2.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For	Against	Against
5.2.2	Reelect Martin Kuehn as Director	Mgmt	For	For	For
5.2.3	Reelect Patricia Heidtman as Director	Mgmt	For	For	For
5.2.4	Reelect David Dean as Director	Mgmt	For	For	For
5.2.5	Reelect Petra Ehmann as Director	Mgmt	For	For	For
5.2.6	Reelect Marcel Keller as Director	Mgmt	For	For	For
5.2.7	Reelect Ina Toegel as Director	Mgmt	For	For	For
5.3.1	Reappoint David Dean as Member of the Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Ina Toegel as Member of the Compensation Committee	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

Bossard Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Designate Rene Peyer as Independent Proxy	Mgmt	For	For	For
8.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
8.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
8.3	Amend Articles of Association	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

VZ Holding AG

Meeting Date: 04/08/2024

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
1.1	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 2.24 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	For	For
4.1.5	Elect Nadia Schmidt as Director	Mgmt	For	For	For
4.1.6	Elect Henriette Wendt as Director	Mgmt	For	For	For
4.2	Reelect Matthias Reinhart as Director and Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Roland Ledergerber as Member of the Compensation Committee	Mgmt	For	Against	Against

VZ Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.2	Reappoint Matthias Reinhart as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.3	Reappoint 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	Approve Remuneration of Directors in the Amount of CHF 730,000	Mgmt	For	For	For
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	Against	Against
7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Clariant AG

Meeting Date: 04/09/2024 **Country:** Switzerland **Ticker:** CLN
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: 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 Non-Financial Report (Non-Binding)	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
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.a	Reelect Ahmed Al Umar as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.b	Reelect Guenter von Au as Director	Mgmt	For	Against	Against
4.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For	For	For
4.1.d	Elect Jens Lohmann as Director	Mgmt	For	For	For
4.1.e	Reelect Thilo Mannhardt as Director	Mgmt	For	For	For
4.1.f	Reelect Geoffery Merszei as Director	Mgmt	For	For	For
4.1.g	Reelect Eveline Saupper as Director	Mgmt	For	For	For
4.1.h	Reelect Peter Steiner as Director	Mgmt	For	For	For
4.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For	For	For
4.1.j	Reelect Susanne Wamsler as Director	Mgmt	For	For	For
4.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For	For	For
4.2	Reelect Guenter von Au as Board Chair	Mgmt	For	Against	Against
4.3.1	Appoint Jens Lohmann as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For	For	For
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Vontobel Holding AG

Meeting Date: 04/09/2024

Country: Switzerland

Ticker: VONN

Record Date: 04/01/2024

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 Non-Financial 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 3.00 per Share	Mgmt	For	For	For
5.1	Reelect Andreas Utermann as Director	Mgmt	For	For	For
5.2	Reelect Bruno Basler as Director	Mgmt	For	For	For
5.3	Reelect Maja Baumann as Director	Mgmt	For	For	For
5.4	Reelect Elisabeth Bourqui as Director	Mgmt	For	For	For
5.5	Elect Kristine Braden as Director	Mgmt	For	For	For
5.6	Reelect David Cole as Director	Mgmt	For	For	For
5.7	Elect Annika Falkengren as Director	Mgmt	For	For	For
5.8	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.9	Elect Mary Pang as Director	Mgmt	For	For	For
5.10	Reelect Bjoern Wettergren as Director	Mgmt	For	For	For
6	Reelect Andreas Utermann as Board Chair	Mgmt	For	For	For
7.1	Reappoint Bruno Basler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2	Appoint Annika Falkengren as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Andreas Utermann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.4	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8	Designate VISCHER AG as Independent Proxy	Mgmt	For	For	For

Vontobel Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
10.2	Approve Fixed Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	For	For
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million for the Period July 1, 2024 - June 30, 2025	Mgmt	For	For	For
10.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million for Fiscal Year 2023	Mgmt	For	For	For
10.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 5.3 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Galenica AG

Meeting Date: 04/10/2024

Country: Switzerland

Ticker: GALE

Record Date:

Meeting Type: Annual

Primary Security ID: H85158113

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 Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Allocation of Income and Dividends of CHF 1.10 from Retained Earnings	Mgmt	For	For	For
4.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	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
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	For	For
7.1.1	Reelect Markus Neuhaus as Director and Board Chair	Mgmt	For	For	For
7.1.2	Reelect Pascale Bruderer as Director	Mgmt	For	For	For
7.1.3	Reelect Bertrand Jungo as Director	Mgmt	For	For	For
7.1.4	Reelect Judith Meier as Director	Mgmt	For	For	For
7.1.5	Reelect Solange Peters as Director	Mgmt	For	For	For
7.1.6	Reelect Andreas Walde as Director	Mgmt	For	For	For
7.1.7	Reelect Joerg Zulauf as Director	Mgmt	For	For	For
7.2.1	Reappoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For	For	For
7.2.3	Reappoint Solange Peters as Member of the Compensation Committee	Mgmt	For	For	For
7.2.4	Reappoint Andreas Walde 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

Schweiter Technologies AG

Meeting Date: 04/10/2024

Country: Switzerland

Ticker: SWTQ

Record Date:

Meeting Type: Annual

Primary Security ID: H73431175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Receive Report on Fiscal Year 2023 (Non-Voting)	Mgmt			

Schweiter Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2	Approve Non-Financial Report	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 15.00 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 Lars van der Haegen as Director	Mgmt	For	For	For
7.1.4	Reelect Jacques Sanche as Director	Mgmt	For	Against	Against
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 Daniel Bossard as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.3	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Zurich Insurance Group AG

Meeting Date: 04/10/2024

Country: Switzerland

Ticker: ZURN

Record Date: 04/04/2024

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
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.k	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect John Rafter 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

Zurich Insurance Group AG

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

Adecco Group AG

Meeting Date: 04/11/2024

Country: Switzerland

Ticker: ADEN

Record Date: 04/04/2024

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
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
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	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For

Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Alexander Gut as Director	Mgmt	For	For	For
5.1.4	Reelect Didier Lamouche as Director	Mgmt	For	For	For
5.1.5	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.6	Reelect Sandhya Venugopal as Director	Mgmt	For	For	For
5.1.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.1.8	Elect Stefano Grassi 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 PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Amend Articles of Association	Mgmt	For	For	For
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 18.5 Million and the Lower Limit of CHF 15.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Emmi AG

Meeting Date: 04/11/2024

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
1.1	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 of Directors	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 15.50 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
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 5.5 Million	Mgmt	For	For	For
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	Against	Against
5.1.1	Reelect Urs Riedener as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Monique Bourquin as Director	Mgmt	For	For	For
5.1.3	Reelect Dominik Buergy as Director	Mgmt	For	For	For
5.1.4	Reelect Thomas Grueter as Director	Mgmt	For	For	For
5.1.5	Reelect Christina Johansson as Director	Mgmt	For	For	For
5.1.6	Reelect Nadja Lang as Director	Mgmt	For	For	For
5.1.7	Reelect Hubert Muff as Director	Mgmt	For	For	For
5.1.8	Reelect Diana Strebel as Director	Mgmt	For	For	For
5.1.9	Reelect Werner Weiss as Director	Mgmt	For	For	For
5.2.1	Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee	Mgmt	For	For	For

Emmi AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.4	Appoint Dominik Buergy as Member of the Personnel and Compensation	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Julius Baer Gruppe AG

Meeting Date: 04/11/2024 **Country:** Switzerland **Ticker:** BAER
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: H4414N103

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
1.3	Approve Sustainability 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 3.7 Million	Mgmt	For	For	For
4.2.1	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2024	Mgmt	For	For	For
4.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14.8 Million for Fiscal Year 2025	Mgmt	For	For	For
4.2.3	Approve Supplementary Remuneration of Executive Committee for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For	For
5.1.2	Reelect Richard Campbell-Breeden as Director	Mgmt	For	Against	Against

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For	For	For
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For	For	For
5.1.5	Reelect Tomas Muina as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For	For	For
5.2.1	Elect Bruce Fletcher as Director	Mgmt	For	For	For
5.2.2	Elect Andrea Sambo as Director	Mgmt	For	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.4.2	Appoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
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
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For	For
8	Approve Creation of CHF 460,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Zehnder Group AG

Meeting Date: 04/11/2024

Country: Switzerland

Ticker: ZEHN

Record Date:

Meeting Type: Annual

Primary Security ID: H9734C125

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 1.30 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 6.7 Million	Mgmt	For	For	For
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6	Approve CHF 24,390 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	Mgmt	For	Against	Against
7.1.2	Reelect Urs Buchmann as Director	Mgmt	For	For	For
7.1.	Reelect Riet Cadonau as Director	Mgmt	For	Against	Against
7.1.4	Reelect Sandra Emme as Director	Mgmt	For	For	For
7.1.5	Reelect Milva Inderbitzin-Zehnder as Director	Mgmt	For	Against	Against
7.1.6	Reelect Joerg Walther as Director	Mgmt	For	For	For
7.1.7	Reelect Ivo Wechsler as Director	Mgmt	For	For	For
7.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.3	Designate Werner Schib as Independent Proxy	Mgmt	For	For	For

Zehnder Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Straumann Holding AG

Meeting Date: 04/12/2024 **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
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.85 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 2.6 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.2 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
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.3	Reelect Marco Gadola as Director	Mgmt	For	Against	Against
6.4	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.5	Reelect Regula Wallimann as Director	Mgmt	For	For	For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Elect Stefan Meister as Director	Mgmt	For	For	For
7.1	Appoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Marco Gadola 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	For	For
8	Designate NEOVIUS AG 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

Swiss Re AG

Meeting Date: 04/12/2024

Country: Switzerland

Ticker: SREN

Record Date: 04/08/2024

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	Approve Sustainability Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 6.80 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
5.1.d	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
5.1.e	Reelect Deanna Ong as Director	Mgmt	For	For	For
5.1.f	Reelect Jay Ralph as Director	Mgmt	For	For	For
5.1.g	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
5.1.h	Reelect Philip Ryan as Director	Mgmt	For	For	For
5.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
5.1.j	Reelect Paul Tucker as Director	Mgmt	For	For	For
5.1.k	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
5.1.l	Elect Geraldine Matchett 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 Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Reappoint Joerg Reinhardt 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 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 29 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Ascom Holding AG

Meeting Date: 04/16/2024

Country: Switzerland

Ticker: ASCN

Record Date: 04/08/2024

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	Against	Against
4	Approve Non-Financial Report	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.30 per Share	Mgmt	For	For	For
6	Approve Discharge of Board of Directors	Mgmt	For	For	For
7.1.1	Reelect Valentin Rueda as Director	Mgmt	For	For	For
7.1.2	Reelect Nicole Tschudi as Director	Mgmt	For	Against	Against
7.1.3	Reelect Laurent Dubois as Director	Mgmt	For	For	For
7.1.4	Reelect Juerg Fedier as Director	Mgmt	For	For	For
7.1.5	Reelect Michael Reitermann as Director	Mgmt	For	For	For
7.1.6	Elect Monika Kruesi as Director	Mgmt	For	For	For
7.2	Reelect Valentin Rueda as Board Chair	Mgmt	For	For	For
7.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.3.3	Appoint Monika Kruesi as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.4	Ratify KPMG as Auditors	Mgmt	For	For	For
7.5	Designate Franz Mueller as Independent Proxy	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For	For
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

Ascom Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Sulzer AG

Meeting Date: 04/16/2024

Country: Switzerland

Ticker: SUN

Record Date:

Meeting Type: Annual

Primary Security ID: H83580284

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 Non-Financial Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.75 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 3 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.5 Million	Mgmt	For	For	For
6.1	Reelect Suzanne Thoma as Director and Board Chair	Mgmt	For	Against	Against
6.2.1	Reelect David Metzger as Director	Mgmt	For	For	For
6.2.2	Reelect Alexey Moskov as Director	Mgmt	For	For	For
6.2.3	Reelect Markus Kammuller as Director	Mgmt	For	For	For
6.2.4	Reelect Prisca Havranek-Kosicek as Director	Mgmt	For	For	For
6.2.5	Reelect Hariolf Kottmann as Director	Mgmt	For	For	For
6.2.6	Reelect Per Utnegaard as Director	Mgmt	For	Against	Against

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Markus Kammüller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Hariolf Kottman as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bystronic AG

Meeting Date: 04/17/2024

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	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
3	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
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Reelect Heinz Baumgartner as Director	Mgmt	For	For	For
5.2	Reelect Roland Abt as Director	Mgmt	For	For	For
5.3	Reelect Matthias Auer as Director	Mgmt	For	Against	Against
5.4	Reelect Inge Delobelle as Director	Mgmt	For	For	For
5.5	Reelect Urs Riedener as Director	Mgmt	For	Against	Against
5.6	Reelect Felix Schmidheiny as Director	Mgmt	For	Against	Against
5.7	Reelect Robert Spoerry as Director	Mgmt	For	Against	Against

Bystronic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Reelect Eva Zauke as Director	Mgmt	For	For	For
6	Reelect Heinz Baumgartner as Board Chair	Mgmt	For	For	For
7.1	Reappoint Urs Riedener as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Inge Delobelle as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Robert Spoerry as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 8.1 Million	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10	Designate Marianne Sieger as Independent Proxy	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Geberit AG

Meeting Date: 04/17/2024

Country: Switzerland

Ticker: GEBN

Record Date: 04/11/2024

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 12.70 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	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

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Georg Fischer AG

Meeting Date: 04/17/2024

Country: Switzerland

Ticker: GF

Record Date: 04/09/2024

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
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For	For	For

Georg Fischer 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	Reelect Peter Hackel as Director	Mgmt	For	For	For
4.2	Reelect Eveline Saupper as Director	Mgmt	For	For	For
4.3	Reelect Ayano Senaha as Director	Mgmt	For	For	For
4.4	Reelect Yves Serra as Director	Mgmt	For	For	For
4.5	Reelect Monica de Virgiliis as Director	Mgmt	For	For	For
4.6	Reelect Michelle Wen as Director	Mgmt	For	For	For
4.7	Elect Annika Paasikivi as Director	Mgmt	For	For	For
4.8	Elect Stefan Raebسامen as Director	Mgmt	For	Against	Against
5.1	Reelect Yves Serra as Board Chair	Mgmt	For	For	For
5.2.1	Appoint Annika Paasikivi as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
7	Approve Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Designate Christoph Vaucher as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Komax Holding AG

Meeting Date: 04/17/2024

Country: Switzerland

Ticker: KOMN

Record Date: 04/10/2024

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 Non-Financial 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 3.00 per Share	Mgmt	For	For	For
5.1.1	Reelect Beat Kaelin as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect David Dean as Director	Mgmt	For	For	For
5.1.3	Reelect Andreas Haerberli as Director	Mgmt	For	For	For
5.1.4	Reelect Mariel Hoch as Director	Mgmt	For	For	For
5.1.5	Reelect Roland Siegwart as Director	Mgmt	For	Against	Against
5.1.6	Reelect Juerg Werner as Director	Mgmt	For	For	For
5.2	Elect Annette Heimlicher as Director	Mgmt	For	For	For
5.3.1	Reappoint Andreas Haerberli as Member of the Compensation Committee	Mgmt	For	For	For
5.3.	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Roland Siegwart as Member of the Compensation Committee	Mgmt	For	Against	Against
5.4	Designate Tschuemperlin Loetscher Schwarz AG as Independent Proxy	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	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 1.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/17/2024

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	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 of Directors	Mgmt	For	For	For
4.1	Approve Remuneration Report	Mgmt	For	Against	Against
4.2	Approve Fixed Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	For	For
4.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For	For
4.3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.3	Reelect Willi Miesch as Director	Mgmt	For	For	For
6.4	Reelect Damien Tappy as Director	Mgmt	For	Against	Against
6.5	Reelect Nadia Schmidt as Director	Mgmt	For	For	For
6.6	Reelect Ciro Roemer as Director	Mgmt	For	For	For
6.7	Elect Jennifer Dean as Director	Mgmt	For	For	For
6.8	Elect Martha Shadan as Director	Mgmt	For	For	For
7.1	Reappoint Damien Tappy as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2	Appoint Marco Gadola as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Medartis Holding AG

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

Bucher Industries AG

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: BUCN

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: H10914176

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 13.50 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 Urs Kaufmann as Director	Mgmt	For	For	For
4.1.5	Reelect Stefan Scheiber as Director	Mgmt	For	Against	Against
4.2	Elect Urs Kaufmann as Board Chair	Mgmt	For	Against	Against
4.3.1	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.2	Appoint Stefan Scheiber as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.5	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

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration of Directors in the Amount of CHF 1.4 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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: LISN

Record Date: 04/03/2024

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 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 1,400 per Registered Share and CHF 140 per Participation Certificate	Mgmt	For	For	For
6	Approve CHF 62,400 Reduction in Share Capital and CHF 511,800 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Against	Against
7.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Against	Against
7.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Against	Against
7.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Against	Against
7.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	For	For
7.1.6	Reelect Silvio Denz as Director	Mgmt	For	For	For

Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.7	Reelect Monique Bourquin as Director	Mgmt	For	Against	Against
7.2.1	Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	For	For
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 21 Million	Mgmt	For	For	For
9	Approve Creation of CHF 3.1 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Gurit Holding AG

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: GURN

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: H3420V182

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 0.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Elect Philippe Royer as Director and Board Chair	Mgmt	For	Against	Against
4.2.1	Reelect Stefan Breitenstein as Director	Mgmt	For	Against	Against

Gurit Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.2	Reelect Bettina Gerharz-Kalte as Director	Mgmt	For	Against	Against
4.2.3	Reelect Nick Huber as Director	Mgmt	For	Against	Against
4.2.4	Reelect Andreas Evertz as Director	Mgmt	For	For	For
4.3.1	Reappoint Bettina Gerharz-Kalte as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.3	Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4	Designate Brunner Knobel Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5	Approve Creation of Capital Band within the Upper Limit of CHF 23.6 Million and the Lower Limit of CHF 23.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6	Approve Sustainability Report	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Fixed Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2024 - June 30, 2025	Mgmt	For	For	For
10	Approve Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.2 Million for the Period Jan. 1, 2024 - Dec. 31, 2024	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

HIAG Immobilien Holding AG

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: HIAG

Record Date:

Meeting Type: Annual

Primary Security ID: H3634R100

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 0.77 per Share from Retained Earnings	Mgmt	For	For	For
2.3	Approve Dividends of CHF 2.33 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	Reappoint 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	Designate Oscar Battagay as Independent Proxy	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

HIAG Immobilien Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 11.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.2	Amend Articles Re: Powers of the General Meeting	Mgmt	For	For	For
9.3	Amend Articles Re: Right to Submit Items to the Agenda	Mgmt	For	For	For
9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Qualified Majority for Adoption of Resolutions	Mgmt	For	For	For
9.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.7	Amend Articles Re: Duties of the Board of Directors	Mgmt	For	For	For
9.8	Amend Articles Re: Board Meetings and Resolutions	Mgmt	For	For	For
9.9	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.10	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Nestle SA

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: NESN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: H57312649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Refer	Against
1.3	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 3.00 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer 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 Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against	Against
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 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares Shareholder Proposal	Mgmt	For	For	For
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods Management Proposal	SH	Against	Against	Against
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Siegfried Holding AG

Meeting Date: 04/18/2024 **Country:** Switzerland **Ticker:** SFZN
Record Date: 04/12/2024 **Meeting Type:** Annual
Primary Security ID: H75942153

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
2.1	Approve CHF 16.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.60 per Share	Mgmt	For	For	For
2.2	Approve Creation of Capital Band within the Upper Limit of CHF 54.6 Million and the Lower Limit of CHF 49.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
3	Approve Creation of CHF 2.5 Million Pool of Conditional Capital for Employee Equity Plans	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	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 1.9 Million	Mgmt	For	For	For

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For	For	For
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For	For	For
6.1.2	Reelect Elodie Carr-Cingari as Director	Mgmt	For	For	For
6.1.3	Reelect Isabelle Welton as Director	Mgmt	For	For	For
6.1.4	Reelect Wolfram Carius as Director	Mgmt	For	For	For
6.1.5	Reelect Andreas Casutt as Director	Mgmt	For	For	For
6.1.6	Reelect Martin Schmid as Director	Mgmt	For	For	For
6.1.7	Reelect Beat Walti as Director	Mgmt	For	For	For
6.2	Reelect Andreas Casutt as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Rolf Freiermuth 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

SoftwareONE Holding AG

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: SWON

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: H5682F102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
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	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 0.36 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 Jose Duarte as Director	Mgmt	For	For	For
4.2	Reelect Jim Freeman as Director	Mgmt	For	For	For
4.3	Reelect Marie-Pierre Rogers as Director	Mgmt	For	For	For
4.4	Reelect Elizabeth Theophille as Director	Mgmt	For	For	For
4.5	Reelect Adam Warby as Director	Mgmt	For	For	For
4.6	Elect Till Streichert as Director	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4.7	Elect Annabella Bassler as Director	SH	For	For	For
4.8	Elect Andrea Sieber as Director	SH	For	For	For
4.9	Reelect Daniel von Stockar as Director	SH	For	For	For
4.10	Elect Rene Gilli as Director	SH	Against	Against	Against
4.11	Elect Joerg Riboni as Director	SH	Against	Against	Against
4.12	Elect Till Spillmann as Director	SH	Against	Against	Against
	Management Proposal	Mgmt			
5.1	Reelect Adam Warby as Board Chair	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
5.2	Elect Daniel von Stockar as Board Chair	SH	Against	Against	Against
	Management Proposals	Mgmt			
5.3	Reelect Adam Warby as Board Chair, if Items 5.1 and 5.2 are Accepted	Mgmt	For	For	For

SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Jose Duarte 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
	Shareholder Proposals	Mgmt			
6.4	Appoint Annabella Bassler as Member of the Nomination and Compensation Committee	SH	Against	Against	Against
6.5	Appoint Rene Gilli as Member of the Nomination and Compensation Committee	SH	Against	Against	Against
6.6	Appoint Andrea Sieber as Member of the Nomination and Compensation Committee	SH	For	For	For
	Management Proposals	Mgmt			
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 1.9 Million	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.7 Million	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Tecan Group AG

Meeting Date: 04/18/2024 **Country:** Switzerland **Ticker:** TECN
Record Date: 04/04/2024 **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	Approve Non-Financial Report	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For	For	For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	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 of Association	Mgmt	For	For	For
5.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
5.4	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
5.5	Amend Articles of Association	Mgmt	For	For	For
6	Elect Monica Manotas as Director	Mgmt	For	For	For
7.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
7.2	Reelect Myra Eskes as Director	Mgmt	For	For	For
7.3	Reelect Oliver Fetzler as Director	Mgmt	For	For	For
7.4	Reelect Matthias Gillner as Director	Mgmt	For	For	For
7.5	Reelect Karen Huebscher as Director	Mgmt	For	For	For
7.6	Reelect Christa Kreuzburg as Director	Mgmt	For	For	For
7.7	Reelect Daniel Marshak as Director	Mgmt	For	For	For
8	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	For
9.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Oliver Fetzler as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Reappoint Daniel Marshak as Member of the Compensation Committee	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 Remuneration Report (Non-Binding)	Mgmt	For	For	For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
12.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

u-blox Holding AG

Meeting Date: 04/18/2024 **Country:** Switzerland **Ticker:** UBXN
Record Date: 04/10/2024 **Meeting Type:** Annual
Primary Security ID: H89210100

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 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	Approve CHF 7.3 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 1.00 per Share	Mgmt	For	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 84.5 Million and the Lower Limit of CHF 69.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.3	Approve Creation of CHF 3.8 Million Pool of Conditional Capital for Employee Participation Plans	Mgmt	For	For	For
6.1	Reelect Andre Mueller as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Ulrich Looser as Director	Mgmt	For	Against	Against
6.3	Reelect Markus Borchert as Director	Mgmt	For	For	For
6.4	Reelect Karin Sonnenmoser as Director	Mgmt	For	For	For
6.5	Reelect Elke Eckstein as Director	Mgmt	For	For	For

u-blox Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Elect Fabian Rauch as Director	Mgmt	For	For	For
7.1	Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	Against	Against
7.2	Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
8.2	Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For
9	Designate KBT Treuhand 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

Allreal Holding AG

Meeting Date: 04/19/2024

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
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

Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 1.3 Million	Mgmt	For	For	For
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	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 2.1 Million for Fiscal Year 2024, if Item 6.2 is Approved	Mgmt	For	For	For
5.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2025, if Item 6.2 is Approved	Mgmt	For	For	For
5.6	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million for Fiscal Year 2025, if Item 6.2 is Approved	Mgmt	For	For	For
5.7	Approve Remuneration Report	Mgmt	For	For	For
6.1	Change Location of Registered Office/Headquarters to Opfikon, Switzerland	Mgmt	For	For	For

Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For
6.3	Amend Articles Re: Exclusion of Subscription Rights	Mgmt	For	For	For
6.4	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Arbonia AG

Meeting Date: 04/19/2024

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
1.1	Approve Management Report	Mgmt	For	For	For
1.2	Approve Annual Financial Statements	Mgmt	For	For	For
1.3	Accept Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
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
5.1.1	Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.1.2	Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.1.3	Reelect Peter Bodmer as Director	Mgmt	For	For	For
5.1.4	Reelect Heinz Haller as Director and Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.1.5	Reelect Markus Oppliger as Director	Mgmt	For	For	For
5.1.6	Reelect Michael Pieper as Director	Mgmt	For	For	For

Arbonia AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.7	Reelect Thomas Lozser as Director	Mgmt	For	For	For
5.1.8	Reelect Carsten Voigtlaender as Director	Mgmt	For	For	For
5.2	Designate Roland Keller as Independent Proxy	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors	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 2.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

COMET Holding AG

Meeting Date: 04/19/2024

Country: Switzerland

Ticker: COTN

Record Date: 04/11/2024

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 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	Reelect Paul Boudre as Director	Mgmt	For	For	For
5.2	Elect Paul Boudre as Board Chair	Mgmt	For	For	For
5.3	Reelect Mariel Hoch as Director	Mgmt	For	For	For
5.4	Reelect Patrick Jany as Director	Mgmt	For	For	For
5.5	Reelect Heinz Kundert as Director	Mgmt	For	For	For
5.6	Reelect Irene Lee as Director	Mgmt	For	For	For
5.7	Reelect Edeltraud Leibrock as Director	Mgmt	For	For	For

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Elect Benjamin Loh as Director	Mgmt	For	For	For
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2	Appoint Heinz Kundert as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Appoint Benjamin Loh as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Designate HuetteLAW 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 1.2 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2025 under the Long-Term Incentive Plan	Mgmt	For	For	For
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 328,787 for Fiscal Year 2023 under the Short-Term Incentive Plan	Mgmt	For	For	For
9.5	Approve Remuneration Report	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

TX Group AG

Meeting Date: 04/19/2024

Country: Switzerland

Ticker: TXGN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 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 6.20 per Share	Mgmt	For	For	For

TX Group 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
4.1.1	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 Stephanie Caspar as Director	Mgmt	For	Against	Against
4.1.5	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For	Against	Against
4.1.6	Reelect Sverre Munck as Director	Mgmt	For	Against	Against
4.1.7	Reelect Konstantin Richter 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	Reappoint 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 1.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 418,783	Mgmt	For	Against	Against
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Shares and Share Register; Board of Directors; Compensation	Mgmt	For	For	For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
6.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7	Approve Non-Financial Report	Mgmt	For	For	For

TX Group AG

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

BKW AG

Meeting Date: 04/22/2024

Country: Switzerland

Ticker: BKW

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: H10053108

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
1.3	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 3.40 per Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	Mgmt	For	For	For
5.1.1	Reelect Carole Ackermann as Director	Mgmt	For	For	For
5.1.2	Reelect Roger Baillod as Director	Mgmt	For	For	For
5.1.3	Reelect Petra Denk as Director	Mgmt	For	For	For
5.1.4	Reelect Rebecca Guntern as Director	Mgmt	For	For	For
5.1.5	Reelect Martin a Porta as Director	Mgmt	For	For	For
5.1.6	Reelect Kurt Schaer as Director	Mgmt	For	For	For
5.2	Reelect Roger Baillod as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.4	Designate Andreas Byland as Independent Proxy	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Flughafen Zuerich AG

Meeting Date: 04/22/2024

Country: Switzerland

Ticker: FHZN

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: H26552135

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 Non-Financial Report	Mgmt	For	For	For
5	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6	Approve Discharge of Board of Directors	Mgmt	For	For	For
7.1	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
7.2	Approve Dividends of CHF 1.30 per Share from Capital Contribution Reserves	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
9.1.1	Reelect Guglielmo Brentel as Director	Mgmt	For	For	For
9.1.2	Reelect Josef Felder as Director	Mgmt	For	For	For

Flughafen Zuerich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1.3	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
9.1.4	Reelect Corine Mauch as Director	Mgmt	For	For	For
9.1.5	Reelect Claudia Pletscher as Director	Mgmt	For	For	For
9.2	Reelect Josef Felder as Board Chair	Mgmt	For	For	For
9.3.1	Reappoint Vincent Albers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.2	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.3	Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.4	Reappoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.4	Designate Marianne Sieger as Independent Proxy	Mgmt	For	For	For
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.1	Additional Voting Instructions - General Additions and Amendments	Mgmt	None	Against	Against
10.2	Additional Voting Instructions - Convocation of an Extraordinary General Meeting	Mgmt	None	Against	Against
10.3	Additional Voting Instructions - Execution of a Special Audit	Mgmt	None	Against	Against

SIG Group AG

Meeting Date: 04/23/2024

Country: Switzerland

Ticker: SIGN

Record Date: 04/12/2024

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 Non-Financial Report	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	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Dividends of CHF 0.48 per Share from Capital Contribution Reserves	Mgmt	For	For	For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
7.1.1	Reelect Andreas Umbach as Director	Mgmt	For	For	For
7.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For
7.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For	For	For
7.1.4	Reelect Mariel Hoch as Director	Mgmt	For	Against	Against
7.1.5	Reelect Florence Jeantet as Director	Mgmt	For	For	For
7.1.6	Reelect Laurens Last as Director	Mgmt	For	For	For
7.1.7	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
7.1.8	Reelect Martine Snels as Director	Mgmt	For	For	For
7.1.9	Reelect Matthias Waehren as Director	Mgmt	For	For	For
7.2	Elect Thomas Dittrich as Director	Mgmt	For	For	For
7.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	For	For
7.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For	For	For
7.4.2	Reappoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For	For	For
7.4.3	Appoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Keller AG 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

V-ZUG Holding AG

Meeting Date: 04/23/2024

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 Non-Financial Report	Mgmt	For	For	For
1.3	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
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 860,000	Mgmt	For	For	For

V-ZUG Holding AG

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

Aryzta AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: ARYN

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: H0336B110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Transfer of CHF 823 Million from Free Reserves to Legal Reserves from Capital Contribution and CHF 1.1 Billion from Free Reserves to Legal Reserves from Foreign Capital Contribution	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
1.4	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Urs Jordi as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Heiner Kamps as Director	Mgmt	For	For	For
4.1.3	Reelect Helene Weber-Dubi as Director	Mgmt	For	For	For
4.1.4	Reelect Alejandro Zaragueeta as Director	Mgmt	For	For	For
4.1.5	Elect Cornelia Gehrig as Director	Mgmt	For	For	For
4.2.1	Reappoint Heiner Kamps as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Helene Weber-Dubi as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Appoint Cornelia Gehrig as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Aryzta AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Designate Patrick O'Neill as Independent Proxy	Mgmt	For	For	For
5.1.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
5.1.2	Approve Remuneration of Directors in the Amount of CHF 300,000 for the Period from Dec. 1, 2023 until 2024 AGM	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For	For	For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
6.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 21.8 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.2	Amend Articles Re: Conditional Capital; Exclusion of Subscription Rights	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bachem Holding AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: BANB

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: H04002145

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

Bachem Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Sustainability 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 0.40 per Share and CHF 0.40 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 2.5 Million	Mgmt	For	For	For
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
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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Cembra Money Bank AG

Meeting Date: 04/24/2024

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
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Franco Morra 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 Susanne Kloess-Braekler as Director	Mgmt	For	For	For
5.1.5	Reelect Monica Maechler as Director	Mgmt	For	For	For
5.2	Elect Sandra Hauser as Director	Mgmt	For	For	For
5.3	Reelect Franco Morra as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
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	Approve Creation of CHF 4.2 Million Pool of Conversion Capital without Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For	For	For

Cembra Money Bank AG

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

SFS Group AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: SFSN

Record Date: 04/10/2024

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	Approve Sustainability Report	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
3.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
3.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	For	For
3.4	Approve Remuneration Report (Non-Binding)	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 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	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 Fabian Tschan as Director	Mgmt	For	For	For
6.7	Reelect Joerg Walther as Director	Mgmt	For	For	For
6.8	Elect Tanja Birner as Director	Mgmt	For	For	For

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

UBS Group AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: UBSG

Record Date: 04/17/2024

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	For	For
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For	For	For
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
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

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Jeanette Wong as Director	Mgmt	For	For	For
7.12	Elect Gail Kelly as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For	For
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For	For	For
9.4	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
10.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	None	Against	Against

APG SGA SA

Meeting Date: 04/25/2024

Country: Switzerland

Ticker: APGN

Record Date:

Meeting Type: Annual

Primary Security ID: H0281K107

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	Reelect 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 890,000	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 1.7 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
13.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
13.2	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For

APG SGA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
13.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
13.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
14	Transact Other Business (Voting)	Mgmt	For	Against	Against

Banque Cantonale Vaudoise

Meeting Date: 04/25/2024 **Country:** Switzerland **Ticker:** BCVN
Record Date: 04/05/2024 **Meeting Type:** Annual
Primary Security ID: H04825354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Receive Executive Management Report (Non-Voting)	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	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 Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	For	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 11,336 Shares	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
7.2	Amend Articles Re: Shares and Share Capital; Board of Directors; Compensation	Mgmt	For	For	For
7.3	Amend Articles Re: Age Limit for Board and Senior Management	Mgmt	For	For	For
8	Reelect Jack Clemons as Director	Mgmt	For	Against	Against
9	Designate Christophe Wilhelm 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

Kardex Holding AG

Meeting Date: 04/25/2024

Country: Switzerland

Ticker: KARN

Record Date: 04/17/2024

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	Against	Against
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 5.00 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	Against	Against
4.1.3	Reelect Andreas Haeberli as Director	Mgmt	For	For	For
4.1.4	Reelect Jennifer Maag as Director	Mgmt	For	For	For
4.1.5	Reelect Maria Vacalli as Director	Mgmt	For	For	For

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.6	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 Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
4.3.3	Appoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
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 1.2 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vetropack Holding AG

Meeting Date: 04/25/2024

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
1.1	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 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

Vetropack Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.6 Million	Mgmt	For	For	For
5.1.1	Reelect Soenke Bandixen as Director	Mgmt	For	Against	Against
5.1.2	Reelect Claude Cornaz as Director and Board Chair	Mgmt	For	Against	Against
5.1.3	Reelect Pascal Cornaz as Director	Mgmt	For	Against	Against
5.1.4	Reelect Richard Fritschi as Director	Mgmt	For	Against	Against
5.1.5	Reelect Raffaella Marzi as Director	Mgmt	For	For	For
5.1.6	Reelect Diane Nicklas as Director	Mgmt	For	For	For
5.1.7	Reelect Jean-Philippe Rochat as Director	Mgmt	For	Against	Against
5.1.8	Elect Urs Ryffel as Director	Mgmt	For	Against	Against
5.2.1	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Richard Fritschi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2.3	Reappoint Raffaella Marzi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH 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

Baloise Holding AG

Meeting Date: 04/26/2024

Country: Switzerland

Ticker: BALN

Record Date:

Meeting Type: Annual

Primary Security ID: H04530202

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

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	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 7.70 per Share	Mgmt	For	For	For
4.1.1	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Against	Against
4.1.2	Reelect Christoph Maeder as Director	Mgmt	For	For	For
4.1.3	Reelect Maya Bundt as Director	Mgmt	For	For	For
4.1.4	Reelect Christoph Gloor as Director	Mgmt	For	For	For
4.1.5	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.6	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.7	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	For
4.1.8	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
4.1.9	Elect Guido Fuerer as Director	Mgmt	For	For	For
4.2.1	Reappoint Christoph Gloor as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Christophe Sarasin 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 3.2 Million	Mgmt	For	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by zCapital AG	Mgmt			
6.1	Amend Articles Re: Removal of Restrictions on Registration and Voting Rights	SH	Against	For	For
6.2	Amend Articles Re: Regulation on Nominees	SH	Against	For	For
6.3	Amend Articles Re: Qualified Majority for Adoption of Resolutions	SH	Against	For	For
	Management Proposals	Mgmt			
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

Metall Zug AG

Meeting Date: 04/26/2024

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
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.00 per Registered Share Series A and CHF 20.00 per Registered Share Series B	Mgmt	For	For	For
3	Approve CHF 450,000 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

Metall Zug AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.c	Reelect David Dean as Director	Mgmt	For	For	For
5.1.d	Reelect Bernhard Eschermann as Director	Mgmt	For	For	For
5.1.e	Reelect Claudia Pletscher as Director	Mgmt	For	For	For
5.1.f	Reelect Claudia Pletscher as Shareholder Representative of Series B Shares	Mgmt	For	For	For
5.2	Reelect Martin Wipfli as Board Chair	Mgmt	For	Against	Against
5.3.1	Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.3.2	Reappoint Bernhard Eschermann as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.4	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For
5.5	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 75,000	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sandoz Group AG

Meeting Date: 04/30/2024

Country: Switzerland

Ticker: SDZ

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: H7140B103

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 Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Karen Huebscher as Director	Mgmt	For	For	For
5.1.3	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
5.1.4	Reelect Urs Riedener as Director	Mgmt	For	For	For
5.1.5	Reelect Aarti Shah as Director	Mgmt	For	For	For
5.1.6	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
5.1.7	Reelect Maria Varsellona as Director	Mgmt	For	For	For
5.2.1	Elect Mathai Mammen as Director	Mgmt	For	For	For
5.2.2	Elect Graeme Pitkethly as Director	Mgmt	For	For	For
5.2.3	Elect Michael Rechsteiner as Director	Mgmt	For	For	For
5.3a1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a2	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a3	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a4	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3.2	Appoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

St. Galler Kantonalbank AG

Meeting Date: 05/01/2024

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
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 19.00 per Share	Mgmt	For	For	For
5.1	Reelect Roland Ledergerber as Director, Board Chair and Member of the Compensation Committee	Mgmt	For	Against	Against
5.2	Reelect Rolf Birrer as Director	Mgmt	For	For	For
5.3	Reelect Andrea Cornelius as Director	Mgmt	For	For	For
5.4	Reelect Claudia Viehweger as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
5.5	Reelect Daniel Ott as Director	Mgmt	For	For	For
5.6	Reelect Adrian Rueesch as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
5.7	Elect Cornelia Stengel as Director	Mgmt	For	For	For
5.8	Elect Ivo Wechsler as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
6.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Mgmt	For	For	For
7	Designate rtwp rechtsanwaelte & notare as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	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

St. Galler Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Amend Articles Re: General Meetings (Incl. Approval of 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

DocMorris Ltd.

Meeting Date: 05/02/2024

Country: Switzerland

Ticker: DOCM

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: General Meetings	Mgmt	For	For	For
4.2	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For	Against	Against
4.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
5	Amend Articles Re: Conditional Capital	Mgmt	For	For	For
6.1	Reelect Walter Oberhaensli as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Andrea Belliger as Director	Mgmt	For	For	For
6.3	Reelect Stefan Feuerstein as Director	Mgmt	For	For	For
6.4	Reelect Rongrong Hu as Director	Mgmt	For	For	For
6.5	Reelect Christian Mielsch as Director	Mgmt	For	For	For
6.6	Reelect Florian Seubert as Director	Mgmt	For	Against	Against

DocMorris Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reappoint Rongrong Hu as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.2	Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.3	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8	Designate Buis Buergi AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Approve Sustainability Report	Mgmt	For	For	For
11.1	Approve Remuneration Report	Mgmt	For	Against	Against
11.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2025	Mgmt	For	For	For
11.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2023	Mgmt	For	For	For
11.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2025	Mgmt	For	For	For
11.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2025	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Interroll Holding AG

Meeting Date: 05/03/2024

Country: Switzerland

Ticker: INRN

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: H4247Q117

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

Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 32.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration Report	Mgmt	For	Against	Against
4.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
5.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Stefano Mercurio as Director	Mgmt	For	For	For
5.3	Reelect Ingo Specht as Director	Mgmt	For	For	For
5.4	Reelect Elena Cortona as Director	Mgmt	For	For	For
5.5	Reelect Markus Asch as Director	Mgmt	For	Against	Against
5.6	Reelect Susanne Schreiber as Director	Mgmt	For	For	For
6.1	Reappoint Markus Asch as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Designate Francesco Adami as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Accelleron Industries AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: ACLN

Record Date: 04/26/2024

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

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For
6.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For
6.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For
6.1.5	Reelect Gabriele Sons as Director	Mgmt	For	Against	Against
6.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Designate Zehnder Bolliger & Partner 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 1.1 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For	For	For
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8.2	Amend Articles of Association	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

DSM-Firmenich AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: DSFIR

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: H0245V108

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
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Against	Against
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	For	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	For	For
4.1.e	Reelect Erica Mann as Director	Mgmt	For	For	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	For	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	For	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	For	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	For	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	For	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	For	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

SKAN Group AG

Meeting Date: 05/07/2024

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 Non-Financial 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 0.35 per Share	Mgmt	For	For	For
5.1.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	Against	Against
5.1.2	Reelect Oliver Baumann as Director	Mgmt	For	For	For
5.1.3	Reelect Cornelia Gehrig as Director	Mgmt	For	For	For
5.1.4	Reelect Thomas Huber as Director	Mgmt	For	For	For
5.1.5	Reelect Gregor Plattner as Director	Mgmt	For	Against	Against
5.1.6	Reelect Patrick Schaer as Director	Mgmt	For	Against	Against
6.1	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	Mgmt	For	For	For

SKAN Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
6.3	Appoint Gregor Plattner as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
7	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
10	Ratify BDO AG as Auditors	Mgmt	For	For	For
11	Designate v.FISCHER Recht AG as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Temenos AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: TEMN

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: H8547Q107

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	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 1.20 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 USD 2.4 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 34 Million	Mgmt	For	For	For
5.1	Change Location of Registered Office/Headquarters	Mgmt	For	For	For
5.2	Amend Corporate Purpose	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Creation of Capital Band within the Upper Limit of CHF 400 Million and the Lower Limit of CHF 351.7 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	Against	Against
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
6.1.1	Elect Laurie Readhead as Director	Mgmt	For	For	For
6.1.2	Elect Michael Gorriz as Director	Mgmt	For	For	For
6.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	For	For
6.2.2	Reelect Peter Spenser as Director	Mgmt	For	For	For
6.2.3	Reelect Maurizio Carli as Director	Mgmt	For	Against	Against
6.2.4	Reelect Cecilia Hulten as Director	Mgmt	For	Against	Against
6.2.5	Reelect Xavier Cauchois as Director	Mgmt	For	For	For
6.2.6	Reelect Dorothee Deuring as Director	Mgmt	For	For	For
7.1	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	Against	Against
7.3	Reappoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	Against	Against
7.4	Reappoint Dorothee Deuring as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate KBLex S.A. as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers S.A. as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: ALC

Record Date: 04/22/2024

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
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	For	For	For
4	Approve Non-Financial Report (Non-Binding)	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 3.9 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For	For
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
6.3	Reelect Raquel Bono as Director	Mgmt	For	For	For
6.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
6.5	Reelect David Endicott as Director	Mgmt	For	For	For
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
6.7	Reelect Keith Grossman as Director	Mgmt	For	Against	Against
6.8	Reelect Scott Maw as Director	Mgmt	For	For	For
6.9	Reelect Karen May as Director	Mgmt	For	For	For
6.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
6.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Holcim Ltd.

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: HOLN

Record Date: 04/29/2024

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
1.3	Approve Non-Financial Report	Mgmt	For	For	For
1.4	Approve Climate Report	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 Dividends of CHF 2.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1.1	Reelect Jan Jenisch as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
4.1.3	Reelect Kim Fausing as Director	Mgmt	For	For	For
4.1.4	Reelect Leanne Geale as Director	Mgmt	For	For	For
4.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For	For
4.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
4.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For	For

Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
4.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	For	For
4.2.1	Elect Catrin Hinkel as Director	Mgmt	For	For	For
4.2.2	Elect Michael McGarry as Director	Mgmt	For	For	For
4.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.4	Appoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: KNIN

Record Date: 05/02/2024

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 10.00 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 Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.5	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.6	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.7	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.2.2	Elect Dominik de Daniel 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 KPMG AG as Auditors	Mgmt	For	Against	Against
5	Approve Sustainability Report	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

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For	For	For
9.3	Amend Articles of Association	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

Lonza Group AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: LONN

Record Date: 04/23/2024

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	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 4.00 per Share	Mgmt	For	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For	For
6.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For	Against	Against
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
6.2	Elect Jean-Marc Huet as Director	Mgmt	For	For	For
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swissquote Group Holding Ltd.

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: SQN

Record Date: 05/03/2024

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 Sustainability Report	Mgmt	For	For	For

Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Markus Dennler as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Jean-Christophe Pernollet as Director	Mgmt	For	For	For
6.1.3	Reelect Beat Oberlin as Director	Mgmt	For	Against	Against
6.1.4	Reelect Monica Dell'Anna as Director	Mgmt	For	For	For
6.1.5	Reelect Michael Ploog as Director	Mgmt	For	For	For
6.1.6	Reelect Paolo Buzzi as Director	Mgmt	For	For	For
6.1.7	Reelect Demetra Kalogerou as Director	Mgmt	For	For	For
6.1.8	Reelect Esther Finidor as Director	Mgmt	For	For	For
6.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
6.4	Designate Juan Gil as Independent Proxy	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Swatch Group AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: UHR

Record Date: 04/17/2024

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; Approve Sustainability 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 1.30 per Registered Share and CHF 6.50 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 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	Elect Marc Hayek as Director	Mgmt	For	Against	Against
5.8	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

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
6.7	Appoint Marc Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Amend Articles of Association	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Swatch Group AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: UHR

Record Date: 04/18/2024

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; Approve Sustainability 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 1.30 per Registered Share and CHF 6.50 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 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	Elect Marc Hayek as Director	Mgmt	For	Against	Against
5.8	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
6.7	Appoint Marc Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Articles of Association	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sensirion Holding AG

Meeting Date: 05/13/2024 **Country:** Switzerland **Ticker:** SENS
Record Date: 05/02/2024 **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
1.3	Approve Non-Financial Report	Mgmt	For	For	For
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	Against	Against
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 Anja Koenig as Director	Mgmt	For	For	For
4.1.5	Reelect Franz Studer as Director	Mgmt	For	Against	Against
4.1.6	Elect Henri Mrejen as Director	Mgmt	For	Against	Against
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 Anja Koenig 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

Sensirion Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 75,933	Mgmt	For	Against	Against
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

VAT Group AG

Meeting Date: 05/14/2024 **Country:** Switzerland **Ticker:** VACN
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: H90508104

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
2.1	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
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 Petra Denk as Director	Mgmt	For	For	For
4.1.8	Elect Thomas Piliszczuk as Director	Mgmt	For	For	For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Approve Remuneration Report	Mgmt	For	For	For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2025	Mgmt	For	For	For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Avolta AG

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: AVOL

Record Date: 05/02/2024

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 Non-Financial Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 0.70 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 915.7 Million and the Lower Limit of CHF 686.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Approve Cancellation of Conditional Capital	Mgmt	For	For	For
6.1	Reelect Juan Carretero as Director and Board Chair	Mgmt	For	For	For
6.2.a	Reelect Xavier Bouton as Director	Mgmt	For	For	For
6.2.b	Reelect Alessandro Benetton as Director	Mgmt	For	For	For
6.2.c	Reelect Heekyung Jo Min as Director	Mgmt	For	Against	Against
6.2.d	Reelect Sami Kahale as Director	Mgmt	For	For	For
6.2.e	Reelect Enrico Laghi as Director	Mgmt	For	For	For
6.2.f	Reelect Luis Camino as Director	Mgmt	For	For	For
6.2.g	Reelect Joaquin Cabrera as Director	Mgmt	For	For	For
6.2.h	Reelect Ranjan Sen as Director	Mgmt	For	For	For
6.2.i	Reelect Mary Guilfoile as Director	Mgmt	For	For	For
6.2.j	Reelect Eugenia Ulasewicz as Director	Mgmt	For	For	For
6.3	Elect Katia Walsh as Director	Mgmt	For	For	For
7.1	Reappoint Enrico Laghi as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Luis Camino as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify Deloitte AG as Auditors	Mgmt	For	For	For

Avolta AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Designate Altenburger Ltd legal + tax as Independent Proxy	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of CHF 11 Million	Mgmt	For	For	For
10.2	Approve Remuneration of Executive Committee in the Amount of CHF 37 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bunge Global SA

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: BG

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: H11356104

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 Dividends of USD 2.72 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Sheila Bair	Mgmt	For	For	For
5c	Elect Director Carol Browner	Mgmt	For	Against	Against
5d	Elect Director Gregory Heckman	Mgmt	For	For	For
5e	Elect Director Bernardo Hees	Mgmt	For	For	For
5f	Elect Director Michael Kobori	Mgmt	For	For	For
5g	Elect Director Monica McGurk	Mgmt	For	For	For
5h	Elect Director Kenneth Simril	Mgmt	For	For	For
5i	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5j	Elect Director Mark Zenuk	Mgmt	For	For	For
5k	Elect Director Adrian Isman	Mgmt	For	For	For
5l	Elect Director Anne Jensen	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5m	Elect Director Christopher Mahoney	Mgmt	For	For	For
5n	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Bernardo Hees as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Approve Omnibus Stock Plan	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
10a	Approve Remuneration of Directors in the Amount of USD 5.1 million	Mgmt	For	For	For
10b	Approve Remuneration of Executive Committee in the Amount of USD 37.5 million for Fiscal Year 2025	Mgmt	For	For	For
10c	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Non-Financial Report	Mgmt	For	For	For
12	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
13	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

Swiss Life Holding AG

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: SLHN

Record Date: 05/08/2024

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

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 33.00 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 3.6 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 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 Philomena Colatrella as Director	Mgmt	For	For	For
5.5	Reelect Adrienne Fumagalli 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
5.8	Reelect Severin Moser as Director	Mgmt	For	For	For
5.9	Reelect Henry Peter as Director	Mgmt	For	For	For
5.10	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	Against	Against
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	Against	Against

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Chubb Limited

Meeting Date: 05/16/2024

Country: Switzerland

Ticker: CB

Record Date: 03/22/2024

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	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.6	Elect Director Nelson J. Chai	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	For	For
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	Cancel Repurchased Shares	Mgmt	For	For	For
10	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	For	For	For
12.3	Approve Remuneration Report	Mgmt	For	Refer	Against
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
14	Approve Sustainability Report	Mgmt	For	For	For
15	Report on GHG Emissions Associated with Underwriting	SH	Against	For	For
16	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
A	Transact Other Business	Mgmt	For	Against	Against

Jungfraubahn Holding AG

Meeting Date: 05/17/2024

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 Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 6.50 per Share	Mgmt	For	For	For
5.1	Amend Articles of Association	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 of Association	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Heinz Karrer as Director and Board Chair	Mgmt	For	For	For
7.2.1	Elect Daniel Binder as Director	Mgmt	For	For	For
7.2.2	Reelect Catrina Gaehwiler as Director	Mgmt	For	For	For
7.2.3	Reelect Catherine Muehlemann as Director	Mgmt	For	For	For
7.2.4	Reelect Hanspeter Ruefenacht as Director	Mgmt	For	Against	Against
7.2.5	Reelect Thomas Ruoff as Director	Mgmt	For	For	For
8.1	Reappoint Catherine Muehlemann as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
8.2	Reappoint Hanspeter Ruefenacht as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8.3	Reappoint Thomas Ruoff as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
9.1	Approve Remuneration of Directors in the Amount of CHF 640,000	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For

Jungfraubahn Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Designate Melchior Glatthard as Independent Proxy	Mgmt	For	For	For
10.2	Designate Niklaus Glatthard as Substitute Independent Proxy	Mgmt	For	For	For
11	Ratify BDO AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Coca-Cola HBC AG

Meeting Date: 05/21/2024 **Country:** Switzerland **Ticker:** CCH
Record Date: 05/13/2024 **Meeting Type:** Annual
Primary Security ID: H1512E100

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 Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividend from Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For	For	For
5.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
5.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.4	Re-elect Henrique Braun as Director	Mgmt	For	For	For
5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.8	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.9	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
5.1.A	Re-elect George Leventis as Director	Mgmt	For	For	For
5.1.B	Re-elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
5.2.1	Elect Zulikat Abiola as Director	Mgmt	For	For	For
5.2.2	Elect Glykeria Tsernou as Director	Mgmt	For	For	For
6	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
8	Approve UK Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Swiss Remuneration Report	Mgmt	For	For	For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	Mgmt	For	For	For
13.2	Amend Articles Re: Other Voluntary Changes	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 05/21/2024

Country: Switzerland

Ticker: CCH

Record Date:

Meeting Type: Annual

Primary Security ID: H1512E100

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

Partners Group Holding AG

Meeting Date: 05/22/2024 **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
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	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
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 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 19 Million	Mgmt	For	For	For
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	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	Reelect Gaelle Olivier as Director	Mgmt	For	For	For
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
7.1.7	Reelect Flora Zhao as Director	Mgmt	For	For	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate HotzGoldmann Advokatur/Notariat 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

Stadler Rail AG

Meeting Date: 05/22/2024

Country: Switzerland

Ticker: SRAIL

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: H813A0106

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 Allocation of Income and Dividends of CHF 0.90 per Share	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	Reelect Peter Spuhler as Director	Mgmt	For	Against	Against
4.2	Reelect Hans-Peter Schwald as Director	Mgmt	For	Against	Against
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	Against	Against
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
4.9	Elect Danijela Karelse as Director	Mgmt	For	Against	Against
4.10	Elect Niko Warbanoff as Director	Mgmt	For	Against	Against
5	Reelect Peter Spuhler as Board Chair	Mgmt	For	Against	Against
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 11.8 Million	Mgmt	For	Against	Against
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 05/22/2024

Country: Switzerland

Ticker: VATN

Record Date:

Meeting Type: Annual

Primary Security ID: H90203128

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 Remuneration Report	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 5.50 per Share	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 2.6 Million	Mgmt	For	For	For
7.1	Reelect Markus Gyax 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
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 Gyax 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

Valiant Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

ORIOR AG

Meeting Date: 05/23/2024

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 2.51 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Remo Brunschwiler as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Markus Voegeli as Director	Mgmt	For	For	For
6.1.3	Elect Felix Burkhard as Director	Mgmt	For	For	For
6.1.4	Reelect Monika Friedli-Walser as Director	Mgmt	For	Against	Against
6.1.5	Elect Patrick Mueller as Director	Mgmt	For	For	For
6.1.6	Reelect Monika Schuepbach as Director	Mgmt	For	For	For
6.2.1	Reappoint Monika Friedli-Walser as Member and Chair of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Remo Brunschwiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Appoint Patrick Mueller 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
6.3	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
6.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 765,000	Mgmt	For	For	For
7.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 392,000	Mgmt	For	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For	For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 804,000 for Fiscal Years 2024 to 2026	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Helvetia Holding AG

Meeting Date: 05/24/2024

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

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
1.3	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 6.30 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	For	For
4.2.2	Reelect Rene Cotting as Director	Mgmt	For	For	For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For	For	For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
4.2.8	Reelect Regula Wallimann as Director	Mgmt	For	For	For
4.2.9	Reelect Yvonne Macus as Director	Mgmt	For	For	For
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
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	For	For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
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 5.9 Million	Mgmt	For	For	For
6	Designate Advokatur & Notariat Bachmann as Independent Proxy	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

R&S Group Holding AG

Meeting Date: 05/28/2024

Country: Switzerland

Ticker: RSGN

Record Date:

Meeting Type: Annual

Primary Security ID: H9232B116

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 0.25 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Non-Financial Report	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Heinz Kundert as Director	Mgmt	For	Against	Against
6.1.2	Reelect Beatrix Natter as Director	Mgmt	For	For	For
6.1.3	Reelect Andreas Leutenegger as Director	Mgmt	For	Against	Against
6.1.4	Reelect Gregor Greber as Director	Mgmt	For	Against	Against
6.1.5	Reelect Rolf Lanz as Director	Mgmt	For	Against	Against
6.2	Reelect Heinz Kundert as Board Chair	Mgmt	For	Against	Against
6.3.1	Reappoint Beatrix Natter as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Rolf Lanz as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
6.5	Designate Buis Buergi AG as Independent Proxy	Mgmt	For	For	For
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 3.5 Million	Mgmt	For	Against	Against
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 3.5 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8.2	Exclude Preemptive Rights up to 20 Percent of Share Capital for Acquisitions, if Item 8.1 is Approved	Mgmt	For	Against	Against
9.1	Amend Corporate Purpose	Mgmt	For	For	For

R&S Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against	Against
9.3	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
9.4	Amend Articles of Association	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

Romande Energie Holding SA

Meeting Date: 05/29/2024

Country: Switzerland

Ticker: REHN

Record Date:

Meeting Type: Annual

Primary Security ID: H0279X111

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	Against	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.44 per Share	Mgmt	For	For	For
4.1.1	Reelect Nicolas Fulpius as Director	Mgmt	For	For	For
4.1.2	Reelect Stephane Gard as Director	Mgmt	For	For	For
4.1.3	Reelect Guy Mustaki as Director	Mgmt	For	Against	Against
4.1.4	Reelect Alphonse-Marie Veuthey as Director	Mgmt	For	Against	Against
4.2	Acknowledge Appointment of Sofia de Meyer to the Board by the State Council (Non-Voting)	Mgmt			

Romande Energie Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Acknowledge Reappointment of Anne Bobillier, Xavier Company and Olivier Gfeller to the Board by the State Council (Non-Voting)	Mgmt			
4.4	Reelect Guy Mustaki as Board Chair	Mgmt	For	Against	Against
4.5.1	Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.5.2	Reappoint Olivier Gfeller as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.5.3	Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.6	Ratify Ernst & Young SA as Auditors	Mgmt	For	For	For
4.7	Designate Gabriel Cottier as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 875,000	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
6.1	Amend Articles Re: Sustainability Clause	Mgmt	For	For	For
6.2	Amend Articles Re: Nominee Clause	Mgmt	For	Against	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Garmin Ltd.

Meeting Date: 06/07/2024

Country: Switzerland

Ticker: GRMN

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: H2906T109

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	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Clifton A. Pemble	Mgmt	For	For	For
5f	Elect Director Susan M. Ball	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chair	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 Susan M. Ball 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
11	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
12	Approve Non-Financial Report	Mgmt	For	For	For
13	Approve Fiscal Year 2025 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 2024 AGM and the 2025 AGM	Mgmt	For	For	For
15	Amend Omnibus Stock Plan	Mgmt	For	For	For
16	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

Meeting Date: 06/11/2024

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

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 (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For	For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	Against	Against
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For	For
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For	For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

TE Connectivity Ltd.

Meeting Date: 06/12/2024

Country: Switzerland

Ticker: TEL

Record Date: 05/23/2024

Meeting Type: Special

Primary Security ID: H84989104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation [from Switzerland to Ireland]	Mgmt	For	For	For
2	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

Ypsomed Holding AG

Meeting Date: 06/26/2024

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 1.00 per Share from Retained Earnings and CHF 1.00 per Share from Capital Contribution Reserves	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	Amend Articles Re: Time Periods for Remuneration	Mgmt	For	For	For

Ypsomed Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration Report	Mgmt	For	Against	Against
6.2	Approve Fixed Remuneration of Directors in the Amount of CHF 620,000	Mgmt	For	For	For
6.3	Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Mgmt	For	Against	Against
6.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For	For
6.5	Approve Variable Remuneration of Executive Committee in the Amount of CHF 744,572	Mgmt	For	For	For
6.6	Approve Share-Based Long-Term Remuneration of Executive Committee in the Amount of CHF 650,000	Mgmt	For	For	For
7.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For	For
7.1.2	Reelect Paul Fonteyne as Director	Mgmt	For	Against	Against
7.1.3	Reelect Martin Muenchbach as Director	Mgmt	For	For	For
7.1.4	Reelect Betuel Unaran as Director	Mgmt	For	For	For
7.1.5	Reelect Simon Michel as Director	Mgmt	For	Against	Against
7.2.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.3	Designate Peter Staehli as Independent Proxy	Mgmt	For	For	For
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

LEM Holding SA

Meeting Date: 06/27/2024

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
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 50 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 840,123	Mgmt	For	Against	Against
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 4 Million	Mgmt	For	For	For
6.1.1	Reelect Ian Cohen as Director	Mgmt	For	Against	Against
6.1.2	Reelect Francois Gabella as Director	Mgmt	For	Against	Against
6.1.3	Reelect Andreas Huerlimann as Director and Board Chair	Mgmt	For	Against	Against
6.1.4	Reelect Ulrich Looser as Director	Mgmt	For	Against	Against
6.1.5	Reelect Ueli Wampfler as Director	Mgmt	For	Against	Against
6.1.6	Reelect Werner Weber as Director	Mgmt	For	Against	Against
6.2	Elect Libo Zhang as Director	Mgmt	For	For	For
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

LEM Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify Ernst & Young Ltd. as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Burckhardt Compression Holding AG

Meeting Date: 07/05/2024

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 15.50 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
5.1.2	Reelect Stephan Bross as Director	Mgmt	For	Against	Against
5.1.3	Reelect David Dean as Director	Mgmt	For	For	For
5.1.4	Reelect Maria Vacalli as Director	Mgmt	For	Against	Against
5.1.5	Reelect Kaspar Kelterborn as Director	Mgmt	For	For	For
5.1.6	Elect Tatiana Gillitzer 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 Maria Vacalli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3.3	Appoint Tatiana Gillitzer 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

Burckhardt Compression Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million	Mgmt	For	For	For
6.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	Against
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	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Dottikon ES Holding AG

Meeting Date: 07/05/2024

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
6.1	Reelect Markus Blocher as Director and Board Chair	Mgmt	For	Against	Against
6.2	Elect Pierre-Alain Ruffieux as Director and Vice Chair	Mgmt	For	For	For
6.3	Reelect Bernhard Urwyler as Director	Mgmt	For	For	For
7.1	Reappoint Markus Blocher as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Appoint Pierre-Alain Ruffieux as Member of the Compensation Committee	Mgmt	For	Against	Against
7.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	Mgmt	For	For	For

Dottikon ES Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Amount of CHF 200,000	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
10	Ratifyr KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Michael Wicki as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

EMS-Chemie Holding AG

Meeting Date: 08/10/2024 **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	Approve Non-Financial Report	Mgmt	For	For	For
3.3.1	Approve Remuneration of Directors in the Amount of CHF 763,647	Mgmt	For	For	For
3.3.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For	Against	Against
4	Approve Allocation of Income and Ordinary Dividends of CHF 12.75 per Share and a Special Dividend of CHF 3.25 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Against	Against
6.1.2	Reelect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Reelect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For	For	For

EMS-Chemie Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.4	Elect Kaspar Kelterborn 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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Logitech International S.A.

Meeting Date: 09/04/2024 **Country:** Switzerland **Ticker:** LOGN
Record Date: 08/29/2024 **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	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Non-Financial Report	Mgmt	For	For	For
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
7A	Elect Director Wendy Becker	Mgmt	For	For	For
7B	Elect Director Edouard Bugnion	Mgmt	For	For	For
7C	Elect Director Guy Gecht	Mgmt	For	For	For
7D	Elect Director Christopher Jones	Mgmt	For	For	For
7E	Elect Director Marjorie Lao	Mgmt	For	For	For
7F	Elect Director Neela Montgomery	Mgmt	For	For	For
7G	Elect Director Kwok Wang Ng	Mgmt	For	For	For
7H	Elect Director Deborah Thomas	Mgmt	For	For	For
7I	Elect Director Sascha Zahnd	Mgmt	For	For	For
7J	Elect Director Donald Allan	Mgmt	For	For	For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7K	Elect Director Johanna 'Hanneke' Faber	Mgmt	For	For	For
7L	Elect Director Owen Mahoney	Mgmt	For	For	For
8A	Elect Wendy Becker as Board Chair	Mgmt	For	For	For
8B	Elect Guy Gecht as Board Chair	SH	Against	Against	Against
	Elections to the Compensation Committee	Mgmt			
9A	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For
9B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For
9C	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For	For	For
9D	Appoint Donald Allan as Member of the Compensation Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 3,900,000	Mgmt	For	For	For
11	Approve Remuneration of Executive Committee in the Amount of USD 26,700,000	Mgmt	For	For	For
12	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2025	Mgmt	For	For	For
13	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Proxy	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Meeting Date: 09/11/2024

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.75 per Registered A Share and CHF 0.275 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	For	For
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 Fiona Druckenmiller as Director	Mgmt	For	For	For
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
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 Maria Ramos as Director	Mgmt	For	For	For
5.13	Reelect Anton Rupert as Director	Mgmt	For	Against	Against
5.14	Reelect Bram Schot 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 Gary Saage as Director	Mgmt	For	Against	Against
5.18	Elect Nicolas Bos as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Reappoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Bram Schot 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 8.5 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 15.5 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Coca-Cola HBC AG

Meeting Date: 09/16/2024

Country: Switzerland

Ticker: CCH

Record Date: 09/06/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: H1512E100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 09/16/2024

Country: Switzerland

Ticker: CCH

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H1512E100

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

Barry Callebaut AG

Meeting Date: 12/04/2024

Country: Switzerland

Ticker: BARN

Record Date:

Meeting Type: Annual

Primary Security ID: H05072105

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
1.4	Approve Non-Financial Report	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	For	For
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 Thomas Intrator as Director	Mgmt	For	For	For
4.1.6	Reelect Mauricio Graber as Director	Mgmt	For	For	For
4.2.1	Elect Aruna Jayanthi as Director	Mgmt	For	For	For
4.2.2	Elect Barbara Richmond as Director	Mgmt	For	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.1	Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.2	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Aruna Jayanthi 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 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 12.7 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against