

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 06/30/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Novartis AG

Meeting Date: 03/07/2025

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 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	Refer	For
7.3	Approve Remuneration Report	Mgmt	For	Refer	Against
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For

Novartis AG

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

Swiss Prime Site AG

Meeting Date: 03/13/2025	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 Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration 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 3.45 per Share	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
7.1.2	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
7.1.3	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
7.1.4	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
7.1.5	Reelect Brigitte Walter as Director	Mgmt	For	For	For
7.1.6	Reelect Reto Conrad as Director	Mgmt	For	For	For
7.1.7	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
7.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
7.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Daetwyler Holding AG

Meeting Date: 03/18/2025	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

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For	For
4.1.2	Renominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For	For
4.1.3	Nominate Britt Hendriksen as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For	For
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For	Against	Against
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For	Against	Against
4.4	Reelect Jens Breu as Director	Mgmt	For	For	For
4.5	Reelect Claude Cornaz as Director	Mgmt	For	Against	Against
4.6	Reelect Juerg Fedier as Director	Mgmt	For	Against	Against
4.7	Reelect Gabi Huber as Director	Mgmt	For	Against	Against
4.8.1	Reelect Martin Hirzel as Director	Mgmt	For	For	For
4.8.2	Reelect Dirk Lambrecht as Director	Mgmt	For	For	For
4.8.3	Elect Britt Hendriksen as Director	Mgmt	For	For	For
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Remo Baumann as Independent Proxy	Mgmt	For	For	For

Daetwyler Holding AG

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

ALSO Holding AG

Meeting Date: 03/19/2025

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 5.10 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 4 Million	Mgmt	For	Against	Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Mgmt	For	Against	Against
6.1.a	Reelect Peter Athanas as Director	Mgmt	For	Against	Against
6.1.b	Reelect Walter Droege as Director	Mgmt	For	For	For
6.1.c	Reelect Frank Tanski as Director	Mgmt	For	For	For
6.1.d	Reelect Ernest-W. Droege as Director	Mgmt	For	For	For
6.1.e	Reelect Thomas Fuerer as Director	Mgmt	For	For	For

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.f	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For	For	For
6.2	Elect Gustavo Moeller-Hergt as Board Chair	Mgmt	For	For	For
6.3.a	Reappoint Peter Athanas as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3.b	Reappoint Walter Droege as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3.c	Reappoint Frank Tanski as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Givaudan SA

Meeting Date: 03/20/2025	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 70.00 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 Sophie Gasperment as Director	Mgmt	For	For	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	For	For
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	For	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

EFG International AG

Meeting Date: 03/21/2025	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Dividends of CHF 0.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10 Million	Mgmt	For	Against	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.1 Million	Mgmt	For	Against	Against
7.1.1	Reelect Emmanuel Bussetil as Director	Mgmt	For	For	For
7.1.2	Reelect Alexander Classen as Director	Mgmt	For	Against	Against
7.1.3	Reelect Boris Collardi as Director	Mgmt	For	For	For
7.1.4	Reelect Roberto Isolani as Director	Mgmt	For	For	For
7.1.5	Reelect John Latsis as Director	Mgmt	For	For	For
7.1.6	Reelect Maria Leistner as Director	Mgmt	For	For	For
7.1.7	Reelect Philip Lofts as Director	Mgmt	For	For	For
7.1.8	Reelect Carlo Lombardini as Director	Mgmt	For	For	For
7.2.1	Elect Yvonne Bettkober as Director	Mgmt	For	For	For
7.2.2	Elect Wanda Eriksen as Director	Mgmt	For	For	For
7.2.3	Elect Konstantinos Tsiveriotis as Director	Mgmt	For	For	For
7.2.4	Elect Luisa Delgado as Director	Mgmt	For	For	For
7.3	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

EFG International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
8.5	Reappoint Philip Lofts as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
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: 03/24/2025	Country: Switzerland	Ticker: BEAN
Record Date:	Meeting Type: Annual	
Primary Security ID: H07171129		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 9.50 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	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	For	For
7.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	For	For
7.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	For	For
7.1.3	Reelect Sandra Emme as Director	Mgmt	For	Against	Against
7.1.4	Reelect Urban Linsi as Director	Mgmt	For	For	For
7.1.5	Reelect Ines Poeschel as Director	Mgmt	For	For	For

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For	For	For
7.1.7	Reelect Martin Zwyszig as Director	Mgmt	For	Against	Against
7.2	Elect Thomas Hallam as Director	Mgmt	For	For	For
7.3.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	For	For
7.3.2	Reelect Martin Zwyszig as Deputy Chair	Mgmt	For	Against	Against
7.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.4.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
7.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Roche Holding AG

Meeting Date: 03/25/2025

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	Approve CHF 10.2 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2024	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 9.70 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 Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Against
6.12	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
6.13	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	Against	Against
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

Schindler Holding AG

Meeting Date: 03/25/2025	Country: Switzerland	Ticker: SCHP
Record Date:	Meeting Type: Annual	
Primary Security ID: H7258G209		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 6.00 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 8.8 Million	Mgmt	For	Against	Against
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	Against	Against
6.1	Elect Josef Ming as Director and Board Chair	Mgmt	For	Against	Against
6.2.1	Reelect Alfred Schindler as Director	Mgmt	For	Against	Against
6.2.2	Reelect Patrice Bula as Director	Mgmt	For	For	For
6.2.3	Reelect Monika Buetler as Director	Mgmt	For	Against	Against
6.2.4	Reelect Christoph Maeder 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
6.2.9	Reelect Thomas Zurbuchen Director	Mgmt	For	For	For
6.3	Elect Marion Bonnard as Director	Mgmt	For	Against	Against
6.4	Elect Cyrill Bucher as Director	Mgmt	For	Against	Against
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.5.3	Reappoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Appoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
6.8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sika AG

Meeting Date: 03/25/2025	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
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.80 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 Thierry Vanlancker as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Kwok Wang Ng 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	Reappoint 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 26 Million	Mgmt	For	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

SGS SA

Meeting Date: 03/26/2025

Record Date:

Primary Security ID: H63838116

Country: Switzerland

Meeting Type: Annual

Ticker: SGSN

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
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 Kory Sorenson as Director	Mgmt	For	For	For
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.8	Elect Patrick Kron as Director	Mgmt	For	For	For
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	For	For
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Patrick Kron 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 10.9 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	For	For
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/26/2025	Country: Switzerland	Ticker: SCMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8398N104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
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	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	Elect Laura Cioli as Director	Mgmt	For	For	For
4.5	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.6	Reelect Frank Esser as Director	Mgmt	For	For	For
4.7	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.8	Reelect Anna Mossberg as Director	Mgmt	For	For	For
4.9	Reelect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	Mgmt	For	For	For
7	Reelect Reber Rechtsanwalte 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

ABB Ltd.

Meeting Date: 03/27/2025	Country: Switzerland	Ticker: ABBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0010V101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 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 Johan Forssell as Director	Mgmt	For	For	For
7.4	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.7	Reelect David Meline as Director	Mgmt	For	For	For
7.8	Elect Claudia Nemat as Director	Mgmt	For	For	For
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

DKSH Holding Ltd.

Meeting Date: 03/27/2025	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 2.35 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	For	For
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 Eunice Zehnder-Lai as Director	Mgmt	For	Against	Against
6.1.8	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For	For
6.1.9	Elect Suwannee Ratthayabandith as Director	Mgmt	For	For	For
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7	Ratify Ernst and Young AG as Auditors	Mgmt	For	For	For
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For	For

DKSH Holding Ltd.

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

Clariant AG

Meeting Date: 04/01/2025	Country: Switzerland	Ticker: CLN
Record Date:	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	Against	Against
4.1.b	Elect Ben van Beurden as Director	Mgmt	For	For	For
4.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For	For	For
4.1.d	Reelect 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	Against	Against
4.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For	For	For
4.1.j	Reelect Susanne Wamsler as Director	Mgmt	For	Against	Against
4.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For	For	For

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Ben van Beurden as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint 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

HUBER+SUHNER AG

Meeting Date: 04/02/2025	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 1.90 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Reelect Beat Kaelin as Director	Mgmt	For	For	For
5.3	Reelect Marina Bill as Director	Mgmt	For	For	For
5.4	Reelect Monika Buetler as Director	Mgmt	For	Against	Against
5.5	Reelect Kerstin Guenther as Director	Mgmt	For	For	For
5.6	Reelect Rolf Seiffert as Director	Mgmt	For	For	For
5.7	Reelect Franz Studer as Director	Mgmt	For	For	For
5.8	Reelect Joerg Walther as Director	Mgmt	For	For	For
6.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
8.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for the Period from July 1, 2025 to June 30, 2026	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Directors in the Amount of CHF 700,000 for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2024	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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vontobel Holding AG

Meeting Date: 04/02/2025

Country: Switzerland

Ticker: VONN

Record Date:

Meeting Type: Annual

Primary Security ID: H92070210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve 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 Maja Baumann as Director	Mgmt	For	For	For
5.3	Reelect Elisabeth Bourqui as Director	Mgmt	For	For	For
5.4	Reelect Kristine Braden as Director	Mgmt	For	For	For
5.5	Reelect David Cole as Director	Mgmt	For	For	For
5.6	Reelect Annika Falkengren as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Mary Pang as Director	Mgmt	For	For	For
5.9	Reelect Bjoern Wettergren as Director	Mgmt	For	For	For
5.10	Elect Zeno Staub as Director	Mgmt	For	For	For
6	Reelect Andreas Utermann as Board Chair	Mgmt	For	For	For
7.1	Reappoint Annika Falkengren as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Andreas Utermann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.4	Appoint Stefan Loacker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
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 5.1 Million for the Period July 1, 2025 - June 30, 2026	Mgmt	For	For	For
10.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2024	Mgmt	For	For	For
10.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For	For	For
10.6	Approve Additional Performance Share Awards to the Executive Committee in the Amount of CHF 452,073	Mgmt	For	For	For
11	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

PSP Swiss Property AG

Meeting Date: 04/03/2025	Country: Switzerland	Ticker: PSPN
Record Date:	Meeting Type: Annual	
Primary Security ID: H64687124		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.90 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

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Duple as Director	Mgmt	For	For	For
5.6	Reelect 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 Duple 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
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

Forbo Holding AG

Meeting Date: 04/04/2025

Record Date:

Primary Security ID: H26865214

Country: Switzerland

Meeting Type: Annual

Ticker: FORN

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

Forbo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Remuneration Report	Mgmt	For	Against	Against
4.2	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For	For	For
4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2026	Mgmt	For	For	For
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 167,000 for Fiscal Year 2024	Mgmt	For	Against	Against
4.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million for Fiscal Year 2025	Mgmt	For	Against	Against
5.1	Reelect Bernhard Merki as Director and Elect as Board Chair	Mgmt	For	For	For
5.2	Reelect Michael Pieper as Director	Mgmt	For	For	For
5.3	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For	Against	Against
5.4	Reelect Joerg Kampmeyer as Director	Mgmt	For	For	For
5.5	Reelect Eveline Saupper as Director	Mgmt	For	For	For
5.6	Reelect Vincent Studer as Director	Mgmt	For	Against	Against
6.1	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Bernhard Merki as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Rene Peyer as Independent Proxy	Mgmt	For	For	For

Forbo Holding AG

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

Calida Holding AG

Meeting Date: 04/08/2025

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 in Cash of CHF 0.23 per Share and Dividends in Kind of CHF 0.43 per Share	Mgmt	For	For	For
2.1.1	Reelect Felix Sulzberger as Director and Board Chair	Mgmt	For	For	For
2.1.2	Reelect Allan Kellenberger as Director	Mgmt	For	For	For
2.1.3	Reelect Thomas Stoecklin as Director	Mgmt	For	For	For
2.1.4	Reelect Corinna Werkle as Director	Mgmt	For	For	For
2.1.5	Elect Andrea Sieber as Director	Mgmt	For	For	For
2.2.1	Reappoint Felix Sulzberger as Member of the Compensation Committee	Mgmt	For	For	Against
2.2.2	Reappoint Corinna Werkle as Member of the Compensation Committee	Mgmt	For	For	For
2.2.3	Appoint Andrea Sieber 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
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

Calida Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For	For	For
6.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For	Against	Against
7	Approve Non-Financial Report	Mgmt	For	For	For
8.1	Amend Articles Re: Capital Band	Mgmt	For	For	For
8.2	Amend Articles Re: Age Limit for Board of Directors	Mgmt	For	For	For
8.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
8.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
8.5	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
8.6	Amend Articles Re: Additional Remuneration for New Members of the Executive Committee	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Inficon Holding AG

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: IFCN

Record Date:

Meeting Type: Annual

Primary Security ID: H7190K128

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 21.00 per Share	Mgmt	For	For	For
5.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Against

Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 3 Million for Fiscal Year 2026	Mgmt	For	For	For
12	Approve 1:10 Stock Split	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

SIG Group AG

Meeting Date: 04/08/2025	Country: Switzerland	Ticker: SIGN
Record Date:	Meeting Type: Annual	
Primary Security ID: H76406117		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Dividends of CHF 0.49 per Share from Capital Contribution Reserves	Mgmt	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Werner Bauer as Director	Mgmt	For	For	For
7.1.2	Reelect Thomas Dittrich as Director	Mgmt	For	For	For
7.1.3	Reelect Mariel Hoch as Director	Mgmt	For	Against	Against
7.1.4	Reelect Florence Jeantet as Director	Mgmt	For	For	For
7.1.5	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
7.1.6	Reelect Martine Snels as Director	Mgmt	For	For	For
7.2.1	Elect Ola Rollen as Director	Mgmt	For	For	For
7.2.2	Elect Niren Chaudhary as Director	Mgmt	For	For	For
7.2.3	Elect Urs Riedener as Director	Mgmt	For	For	For
7.3	Elect Ola Rollen as Board Chair	Mgmt	For	For	For
7.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
7.4.2	Appoint Niren Chaudhary as Member of the Compensation Committee	Mgmt	For	For	For
7.4.3	Appoint Urs Riedener 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

PolyPeptide Group AG

Meeting Date: 04/09/2025	Country: Switzerland	Ticker: PPGN
Record Date:	Meeting Type: Annual	
Primary Security ID: H6306W109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Creation of Capital Band within the Upper Limit of CHF 380,938 and the Lower Limit of CHF 331,250 with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
1.2	Approve Creation of CHF 49,688 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	Against	Against
2.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.2	Approve Remuneration Report	Mgmt	For	For	For
2.3	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Treatment of Net Loss	Mgmt	For	For	For
5.1.1	Reelect Peter Wilden as Director	Mgmt	For	For	For
5.1.2	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
5.1.3	Reelect Jane Salik as Director	Mgmt	For	For	For
5.1.4	Reelect Erik Schropp as Director	Mgmt	For	Against	Against
5.1.5	Reelect Philippe Weber as Director	Mgmt	For	Against	Against
5.2	Elect Jo LeCouilliar as Director	Mgmt	For	For	For
5.3	Reelect Peter Wilden as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
5.4.2	Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
5.5	Ratify BDO AG as Auditors	Mgmt	For	For	For
5.6	Designate ADROIT Attorneys as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For

PolyPeptide Group AG

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

Schweiter Technologies AG

Meeting Date: 04/09/2025	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 2024 (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 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

Schweiter Technologies AG

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

VZ Holding AG

Meeting Date: 04/09/2025	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 2.73 per Share	Mgmt	For	For	For
4.1	Elect Matthias Reinhart as Director and Board Chair	Mgmt	For	For	For
4.2.1	Reelect Roland Iff as Director	Mgmt	For	Against	Against
4.2.2	Reelect Albrecht Langhart as Director	Mgmt	For	Against	Against
4.2.3	Reelect Roland Ledergerber as Director	Mgmt	For	Against	Against
4.2.4	Reelect Olivier de Perregaux as Director	Mgmt	For	For	For
4.2.5	Reelect Nadia Schmidt as Director	Mgmt	For	For	For
4.2.6	Reelect Henriette Wendt as Director	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	For	For
4.3.3	Reappoint Henriette Wendt as Member of the Compensation Committee	Mgmt	For	For	For
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 830,000	Mgmt	For	For	For
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	For	For
7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Zurich Insurance Group AG

Meeting Date: 04/09/2025	Country: Switzerland	Ticker: ZURN
Record Date:	Meeting Type: Annual	
Primary Security ID: H9870Y105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Refer	Against
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 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	Against	Against
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

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter 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 Thomas Jordan as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Against	Against
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	Refer	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.50 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 Mariel Hoch as Director	Mgmt	For	For	For
5.2	Reelect Patrick Jany as Director	Mgmt	For	For	For
5.3	Reelect Heinz Kundert as Director	Mgmt	For	For	For
5.4	Reelect Irene Lee as Director	Mgmt	For	For	For
5.5	Reelect Edeltraud Leibrock as Director	Mgmt	For	For	For
5.6	Reelect Benjamin Loh as Director	Mgmt	For	For	For
5.7	Elect Benjamin Loh as Board Chair	Mgmt	For	For	For
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Heinz Kundert as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Appoint Patrick Jany as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Designate HuettelLAW 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 3.9 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2026 under the Long-Term Incentive Plan	Mgmt	For	For	For

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2024 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

Emmi AG

Meeting Date: 04/10/2025	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 16.50 per Share	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive 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	Against	Against
5.1.2	Reelect Monique Bourquin as Director	Mgmt	For	Against	For
5.1.3	Reelect Dominik Buergy as Director	Mgmt	For	For	For
5.1.4	Reelect Thomas Grueter as Director	Mgmt	For	Against	For
5.1.5	Reelect Nadja Lang as Director	Mgmt	For	For	For
5.1.6	Reelect Hubert Muff as Director	Mgmt	For	Against	Against
5.2.1	Elect Rebekka Iten as Director	Mgmt	For	Against	For

Emmi AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.2	Elect Christian Troxler as Director	Mgmt	For	Against	For
5.2.3	Elect Anette Weber as Director	Mgmt	For	Against	Against
5.3.1	Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.3.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.3.3	Reappoint Dominik Buergy as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.3.4	Reappoint Thomas Grueter as Member of the Personnel and Compensation	Mgmt	For	Against	Against
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Galenica AG

Meeting Date: 04/10/2025

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
1.1	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
3.1	Approve Allocation of Income and Dividends of CHF 1.15 from Retained Earnings	Mgmt	For	For	For
3.2	Approve Dividends of CHF 1.15 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1.1	Reelect Markus Neuhaus as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Pascale Bruderer as Director	Mgmt	For	For	For

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.3	Reelect Bertrand Jungo as Director	Mgmt	For	For	For
4.1.4	Reelect Judith Meier as Director	Mgmt	For	For	For
4.1.5	Reelect Solange Peters as Director	Mgmt	For	For	For
4.1.6	Reelect Joerg Zulauf as Director	Mgmt	For	For	For
4.1.7	Elect Nadine Balkanyi-Nordmann as Director	Mgmt	For	For	For
4.2.1	Reappoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Solange Peters as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Walder Wyss 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 1.9 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Julius Baer Gruppe AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: BAER
Record Date:	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

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	Mgmt	For	For	For
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	Mgmt	For	For	For
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	Mgmt	For	For	For
5.1.1	Reelect Richard Campbell-Breeden as Director	Mgmt	For	Against	Against
5.1.2	Reelect Bruce Fletcher as Director	Mgmt	For	For	For
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	Elect Noel Quinn as Director and Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3.2	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.4	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

Julius Baer Gruppe AG

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

Siegfried Holding AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: SFZN
Record Date:	Meeting Type: Annual	
Primary Security ID: H75942153		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	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 CHF 17.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.80 per Share	Mgmt	For	For	For
2.3	Approve Creation of Capital Band within the Upper Limit of CHF 35.8 Million and the Lower Limit of CHF 32.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
3	Approve 1:10 Stock Split	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	For	For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For	For	For
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Mgmt	For	For	For
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For	For	For

Siegfried Holding AG

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

Straumann Holding AG

Meeting Date: 04/10/2025	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 Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	Mgmt	For	For	For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	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 9.2 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.4	Reelect Marco Gadola as Director	Mgmt	For	For	For
6.5	Reelect Stefan Meister as Director	Mgmt	For	For	For
6.6	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
7.1	Reappoint 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	For	For
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

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.a	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For	For	For
3.b	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.a	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
5.b	Reelect Myra Eskes as Director	Mgmt	For	For	For
5.c	Reelect Oliver Fetzner as Director	Mgmt	For	For	For
5.d	Reelect Matthias Gillner as Director	Mgmt	For	For	For
5.e	Reelect Christa Kreuzburg as Director	Mgmt	For	For	For
5.f	Reelect Monica Manotas as Director	Mgmt	For	For	For
5.g	Reelect Daniel Marshak as Director	Mgmt	For	For	For
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	For
7.a	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	For
7.b	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	For
7.c	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against

Tecan Group AG

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

UBS Group AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: UBSG
Record Date:	Meeting Type: Annual	
Primary Security ID: H42097107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	Against
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.90 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lukas Gaehwiler as Director	Mgmt	For	For	For
6.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
6.4	Reelect William Dudley as Director	Mgmt	For	For	For
6.5	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
6.6	Reelect Fred Hu as Director	Mgmt	For	For	For
6.7	Reelect Mark Hughes as Director	Mgmt	For	For	For
6.8	Reelect Gail Kelly as Director	Mgmt	For	For	For
6.9	Reelect Julie Richardson as Director	Mgmt	For	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For	For
6.11	Elect Renata Bruengger as Director	Mgmt	For	Against	Against

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.12	Elect Lila Tretikov as Director	Mgmt	For	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	For	Refer	Against
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	None	Against	Against

Bossard Holding AG

Meeting Date: 04/11/2025	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

Bossard Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 3.90 per Category A Registered Share and CHF 0.78 per Category B Registered Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 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	For	For
5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	Mgmt	For	For	For
5.2.1	Reelect David Dean as Director and Elect as Board Chair	Mgmt	For	For	For
5.2.2	Reelect Patricia Heidtman as Director	Mgmt	For	For	For
5.2.3	Reelect Petra Ehmann as Director	Mgmt	For	For	For
5.2.4	Reelect Marcel Keller as Director	Mgmt	For	For	For
5.2.5	Reelect Martin Kuehn as Director	Mgmt	For	For	For
5.2.6	Reelect Ina Toegel as Director	Mgmt	For	For	For
5.3.1	Appoint Patricia Heidtman 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
7	Designate Rene Peyer as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

SoftwareONE Holding AG

Meeting Date: 04/11/2025	Country: Switzerland	Ticker: SWON
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H5682F102		

SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Creation of Capital Band within the Upper Limit of CHF 2.3 Million with or without Exclusion of Preemptive Rights in Connection with Acquisition of Crayon Group Holding ASA	Mgmt	For	For	For
2.1	Elect Jens Rugseth as Director	Mgmt	For	For	For
2.2	Elect Rune Syversen as Director	Mgmt	For	For	For
3	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swiss Re AG

Meeting Date: 04/11/2025

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Primary Security ID: H8431B109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	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 (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
4.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
4.1.d	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.1.e	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
4.1.f	Reelect Deanna Ong as Director	Mgmt	For	For	For
4.1.g	Reelect Jay Ralph as Director	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
4.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
4.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
4.1.k	Elect Morten Huebbe as Director	Mgmt	For	For	For
4.1.l	Elect George Quinn as Director	Mgmt	For	For	For
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

TX Group AG

Meeting Date: 04/11/2025	Country: Switzerland	Ticker: TXGN
Record Date:	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 4.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Pietro Supino as Director and Board Chair	Mgmt	For	Against	Against
4.1.2	Reelect Pascale Bruderer as Director	Mgmt	For	For	For
4.1.3	Reelect Stephanie Caspar as Director	Mgmt	For	For	For
4.1.4	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For	For	For
4.1.5	Reelect Sverre Munck as Director	Mgmt	For	For	For
4.1.6	Reelect Konstantin Richter as Director	Mgmt	For	For	For
4.1.7	Elect Miriam Meckel as Director	Mgmt	For	For	For
4.2.1	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Appoint Stephanie Caspar as Member of the Compensation Committee	Mgmt	For	For	For
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 2.6 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Mgmt	For	Against	Against
6	Approve Sustainability Report	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	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	Against	Against
6	Approve Discharge of Board of Directors	Mgmt	For	For	For
7.1	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
7.2	Approve Dividends of CHF 1.40 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.a	Reelect Guglielmo Brentel as Director	Mgmt	For	For	For
9.1.b	Reelect Josef Felder as Director	Mgmt	For	For	For
9.1.c	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
9.1.d	Reelect Corine Mauch as Director	Mgmt	For	For	For
9.1.e	Reelect Claudia Pletscher as Director	Mgmt	For	For	For
9.2	Reelect Josef Felder as Board Chair	Mgmt	For	For	For
9.3.a	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.b	Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Flughafen Zuerich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3.c	Reappoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.d	Appoint Beat Schwab as 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

Sandoz Group AG

Meeting Date: 04/15/2025	Country: Switzerland	Ticker: SDZ
Record Date:	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 0.60 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	For	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 24.2 Million and the Lower Limit of CHF 22 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For	For
5.5	Amend Articles Re: Limitation of Subscription Rights	Mgmt	For	For	For
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
6.1.b	Reelect Karen Huebscher as Director	Mgmt	For	For	For
6.1.c	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
6.1.d	Reelect Mathai Mammen as Director	Mgmt	For	For	For
6.1.e	Reelect Graeme Pitkethly as Director	Mgmt	For	For	For
6.1.f	Reelect Michael Rechsteiner as Director	Mgmt	For	For	For
6.1.g	Reelect Urs Riedener as Director	Mgmt	For	For	For
6.1.h	Reelect Aarti Shah as Director	Mgmt	For	For	For
6.1.i	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
6.1.j	Reelect Maria Varsellona as Director	Mgmt	For	For	For
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Ascom Holding AG

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: ASCN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0309F189		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Non-Financial Report	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.10 per Share	Mgmt	For	For	For
6	Approve Discharge of Board of Directors	Mgmt	For	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For	For
7.2	Amend Articles Re: Board of Directors Term of Office	Mgmt	For	For	For
8.1.a	Reelect Valentin Rueda as Director	Mgmt	For	For	For
8.1.b	Reelect Nicole Tschudi as Director	Mgmt	For	Against	Against
8.1.c	Reelect Laurent Dubois as Director	Mgmt	For	For	For
8.1.d	Reelect Juerg Fedier as Director	Mgmt	For	For	For
8.1.e	Reelect Monika Kruesi as Director	Mgmt	For	For	For
8.1.f	Reelect Michael Reitermann as Director	Mgmt	For	For	For
8.2	Reelect Valentin Rueda as Board Chair	Mgmt	For	For	For
8.3.a	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against

Ascom Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.b	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
8.3.c	Reappoint Monika Kruesi as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
8.4	Ratify KPMG as Auditors	Mgmt	For	For	For
8.5	Designate Franz Mueller as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 560,000	Mgmt	For	For	For
9.2.a	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
9.2.b	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For
9.2.c	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bucher Industries AG

Meeting Date: 04/16/2025

Record Date:

Primary Security ID: H10914176

Country: Switzerland

Meeting Type: Annual

Ticker: BUCN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.b	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 11.00 per Share	Mgmt	For	For	For
4.1.a	Reelect Anita Hauser as Director	Mgmt	For	For	For
4.1.b	Reelect Michael Hauser as Director	Mgmt	For	For	For
4.1.c	Reelect Martin Hirzel as Director	Mgmt	For	For	For

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.d	Reelect Urs Kaufmann as Director	Mgmt	For	For	For
4.1.e	Reelect Stefan Scheiber as Director	Mgmt	For	Against	Against
4.2	Elect Manja Greimeier as Director	Mgmt	For	For	For
4.3.a	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
4.3.b	Reappoint 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 2.6 Million	Mgmt	For	For	For
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
5.3	Approve Remuneration of Directors in the Amount of CHF 1.4 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: 04/16/2025

Country: Switzerland

Ticker: LISN

Record Date:

Meeting Type: Annual

Primary Security ID: H49983176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of CHF 1,500 per Registered Share and CHF 150 per Participation Certificate	Mgmt	For	For	For
6	Approve CHF 19,400 Reduction in Share Capital and CHF 253,500 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
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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: GEBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H2942E124		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 12.80 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
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	Against	Against
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 Ernst & Young AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: GF
Record Date:	Meeting Type: Annual	
Primary Security ID: H26091274		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.35 per Share	Mgmt	For	For	For
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 Annika Paasikivi as Director	Mgmt	For	For	For
4.3	Reelect Stefan Raebسامen as Director	Mgmt	For	For	For
4.4	Reelect Eveline Saupper as Director	Mgmt	For	For	For
4.5	Reelect Ayano Senaha as Director	Mgmt	For	For	For
4.6	Reelect Yves Serra as Director	Mgmt	For	For	For
4.7	Reelect Michelle Wen as Director	Mgmt	For	For	For
5.1	Reelect Yves Serra as Board Chair	Mgmt	For	For	For
5.2.1	Reappoint 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 3.4 Million	Mgmt	For	For	For
7	Approve Remuneration of Executive Committee in the Amount of CHF 12.4 Million	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Christoph Vaucher as Independent Proxy	Mgmt	For	For	For

Georg Fischer AG

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

Komax Holding AG

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: KOMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H4614U113		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve 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 Beat Kaelin as Director	Mgmt	For	For	For
5.1.2	Reelect David Dean as Director	Mgmt	For	For	For
5.1.3	Reelect Andreas Haeberli as Director	Mgmt	For	For	For
5.1.4	Reelect Annette Heimlicher as Director	Mgmt	For	Against	Against
5.1.5	Reelect Mariel Hoch as Director	Mgmt	For	For	For
5.1.6	Reelect Juerg Werner as Director	Mgmt	For	For	For
5.2	Elect Andreas Haeberli as Board Chair	Mgmt	For	For	For
5.3	Elect Daniel Lippuner as Director	Mgmt	For	For	For
5.4.1	Reappoint Andreas Haeberli as Member of the Compensation Committee	Mgmt	For	Against	Against
5.4.2	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For	Against	Against
5.4.3	Appoint Annette Heimlicher as Member of the Compensation Committee	Mgmt	For	Against	Against
5.5	Designate Tschuemperlin Loetscher Schwarz AG as Independent Proxy	Mgmt	For	For	For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

Komax 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 1.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For	For	For
7	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Nestle SA

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
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 3.05 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.2	Elect Laurent Freixe 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 70 Million	Mgmt	For	Refer	For
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	Against	Against	Against

u-blox Holding AG

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: UBXN
Record Date:	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	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Creation of CHF 3.9 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
6.6	Reelect 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 950,000	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

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 1.00 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
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 Stefano Grassi 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 Martine Ferland 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

Adecco Group AG

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

HIAG Immobilien Holding AG

Meeting Date: 04/17/2025	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 0.30 per Share from Retained Earnings	Mgmt	For	For	For
2.3	Approve Dividends of CHF 3.00 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Reelect Felix Grisard as Director	Mgmt	For	Against	Against
5.2	Reelect Salome Varnholt as Director	Mgmt	For	For	For
5.3	Reelect Jvo Grundler as Director	Mgmt	For	For	For
5.4	Reelect Balz Halter as Director	Mgmt	For	For	For
5.5	Reelect Anya Meyer as Director	Mgmt	For	For	For
5.6	Reelect Micha Blattmann as Director	Mgmt	For	For	For
5.7	Reelect Felix Grisard as Board Chair	Mgmt	For	Against	Against
5.8	Reelect Balz Halter as Vice Chair	Mgmt	For	For	For

HIAG Immobilien Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reappoint Salome Varnholt as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Balz Halter as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Anja Meyer as Member of the Compensation Committee	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 4 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	Against	Against
8	Designate Oscar Battegay as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Galderma Group AG

Meeting Date: 04/23/2025	Country: Switzerland	Ticker: GALD
Record Date:	Meeting Type: Annual	
Primary Security ID: H3301B107		

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	Against	Against
2	Approve Allocation of Income and Dividends of CHF 0.15 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 Thomas Ebeling as Director and Board Chair	Mgmt	For	Against	Against
4.1.2	Reelect Michael Bauer as Director	Mgmt	For	For	For

Galderma Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.3	Reelect Marcus Brennecke as Director	Mgmt	For	For	For
4.1.4	Reelect Daniel Browne as Director	Mgmt	For	For	For
4.1.5	Reelect Maria Hilado as Director	Mgmt	For	For	For
4.1.6	Reelect Karen Ling as Director	Mgmt	For	For	For
4.1.7	Reelect Sherilyn McCoy as Director	Mgmt	For	For	For
4.1.8	Reelect Flemming Ornskov as Director	Mgmt	For	For	For
4.2.1	Elect Roberto Marques as Director	Mgmt	For	For	For
4.3.1	Reappoint Karen Ling as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Thomas Ebeling as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Appoint Roberto Marques as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Mgmt	For	Against	Against
6	Designate Altenburger Ltd 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

Sulzer AG

Meeting Date: 04/23/2025	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	Against	Against

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 4.25 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 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 Alexey Moskov as Director	Mgmt	For	For	For
6.2.2	Reelect David Metzger as Director	Mgmt	For	For	For
6.2.3	Reelect Markus Kammueler 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
7.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Markus Kammueler 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

Vetropack Holding AG

Meeting Date: 04/23/2025	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 1.3 Million	Mgmt	For	Against	Against
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.8 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	Against	Against
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	Reelect Urs Ryffel as Director	Mgmt	For	For	For
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	Against	Against
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

Vetropack Holding AG

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

APG SGA SA

Meeting Date: 04/24/2025	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 12.00 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	Elect Felix Graf as Director	Mgmt	For	Against	Against
5.6	Reelect Jolanda Grob as Director	Mgmt	For	Against	Against
5.7	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 920,000	Mgmt	For	For	For

APG SGA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million	Mgmt	For	For	For
10	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	Against	Against
11	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Against	Against
12	Designate Costin van Berchem as Independent Proxy	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

Cembra Money Bank AG

Meeting Date: 04/24/2025

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 4.25 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 Sandra Hauser as Director	Mgmt	For	For	For
5.2	Elect Wanda Eriksen as Director	Mgmt	For	For	For
5.3	Reelect Franco Morra as Board Chair	Mgmt	For	For	For

Cembra Money Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Mgmt	For	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 Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights	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 8.7 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kardex Holding AG

Meeting Date: 04/24/2025	Country: Switzerland	Ticker: KARN
Record Date:	Meeting Type: Annual	
Primary Security ID: H44577189		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 6.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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 Eugen Elmiger as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
4.3.3	Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 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

Allreal Holding AG

Meeting Date: 04/25/2025	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 Dividends of CHF 3.50 per Share	Mgmt	For	For	For

Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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.a	Reelect Ralph-Thomas Honegger as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Philipp Gmuer as Director	Mgmt	For	For	For
4.1.c	Reelect Andrea Sieber as Director	Mgmt	For	Against	Against
4.1.d	Reelect Peter Spuhler as Director	Mgmt	For	For	For
4.1.e	Reelect Thomas Stenz as Director	Mgmt	For	For	For
4.1.f	Reelect Juerg Stoeckli as Director	Mgmt	For	For	For
4.1.g	Reelect Anja Guelpa as Director	Mgmt	For	For	For
4.2	Elect Sandra Kecerski as Director	Mgmt	For	For	For
4.3.a	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.b	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.c	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4	Designate Andre Weber as Independent Proxy	Mgmt	For	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For	For	For
5.4	Approve Remuneration Report	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

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
4.1	Approve Allocation of Income	Mgmt	For	For	For
4.2	Approve Dividends of CHF 0.165 per Share from Capital Contribution Reserves; Dividends of CHF 0.15 per Share for Fiscal Year 2023 and Special Dividend of CHF 0.60 per Share in Connection with the Sale of Climate Division	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 Markus Oppliger as Director and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.1.4	Reelect Michael Pieper as Director	Mgmt	For	Against	Against
5.1.5	Reelect Thomas Lozser as Director	Mgmt	For	Against	Against
5.2	Designate Roland Keller as Independent Proxy	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6	Approve CHF 278 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 4.00 per Share	Mgmt	For	For	For
7	Approve Creation of Capital Band with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Arbonia AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Remuneration Report (Non-Binding)	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 2.2 Million	Mgmt	For	Against	Against
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Baloise Holding AG

Meeting Date: 04/25/2025

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
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	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 8.10 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Christoph Maeder as Director	Mgmt	For	For	For
4.1.c	Reelect Maya Bundt as Director	Mgmt	For	For	For
4.1.d	Reelect Guido Fuerer as Director	Mgmt	For	For	For
4.1.e	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.f	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
4.1.h	Elect Andre Helfenstein as Director	Mgmt	For	For	For
4.1.i	Elect Robert Schuchna as Director	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.j	Elect Vincent Vandendael as Director	Mgmt	For	For	For
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reppoint 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	Appoint Vincent Vandendael 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 3.4 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
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Helvetia Holding AG

Meeting Date: 04/25/2025

Record Date:

Primary Security ID: H3701P102

Country: Switzerland

Meeting Type: Annual

Ticker: HELN

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

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 6.70 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
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 Regula Wallimann as Director	Mgmt	For	For	For
4.2.8	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	Appoint Yvonne Macus 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 8.8 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.3 Million	Mgmt	For	For	For
6	Designate Walter Wagner 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

Meeting Date: 04/25/2025	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 1.9 Million	Mgmt	For	For	For
4.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
4.3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.3 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	Reelect Jennifer Dean as Director	Mgmt	For	For	For
6.8	Reelect 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	Reappoint 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

BKW AG

Meeting Date: 04/29/2025	Country: Switzerland	Ticker: BKW
Record Date:	Meeting Type: Annual	
Primary Security ID: H10053108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	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 3.70 per Share	Mgmt	For	For	For
4.a	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
4.b	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	Mgmt	For	For	For
5.a.1	Reelect Carole Ackermann as Director	Mgmt	For	For	For
5.a.2	Reelect Roger Baillod as Director and Board Chair	Mgmt	For	For	For
5.a.3	Reelect Petra Denk as Director	Mgmt	For	For	For
5.a.4	Reelect Rebecca Guntern as Director	Mgmt	For	For	For
5.a.5	Reelect Martin a Porta as Director	Mgmt	For	For	For
5.a.6	Reelect Kurt Schaer as Director	Mgmt	For	For	For
5.1.7	Elect Linda Winter as Director	Mgmt	For	For	For
5.b.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.b.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.b.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.c	Designate Andreas Byland as Independent Proxy	Mgmt	For	For	For
5.d	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

VAT Group AG

Meeting Date: 04/29/2025

Country: Switzerland

Ticker: VACN

Record Date:

Meeting Type: Annual

Primary Security ID: H90508104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	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 6.25 per Share	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 Hermann Gerlinger as Director	Mgmt	For	For	For
4.1.4	Reelect Libo Zhang as Director	Mgmt	For	Against	Against
4.1.5	Reelect Daniel Lippuner as Director	Mgmt	For	For	For
4.1.6	Reelect Petra Denk as Director	Mgmt	For	For	For
4.1.7	Reelect Thomas Piliszcuk as Director	Mgmt	For	For	For
4.1.8	Elect Clara-Ann Gordon as Director	Mgmt	For	For	For
4.1.9	Elect Michael Allison as Director	Mgmt	For	For	For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 882,785 for Fiscal Year 2024	Mgmt	For	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2026	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 2026	Mgmt	For	For	For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.7 Million for the Period from 2025 AGM to 2026 AGM	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Aryzta AG

Meeting Date: 04/30/2025	Country: Switzerland	Ticker: ARYN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0336C126		

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	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Urs Jordi as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Cornelia Gehrig as Director	Mgmt	For	For	For
4.1.3	Reelect Heiner Kamps as Director	Mgmt	For	For	For
4.1.4	Reelect Alejandro Zaragueeta as Director	Mgmt	For	For	For
4.1.5	Reelect Helene Weber-Dubi as Director	Mgmt	For	For	For
4.2.1	Reappoint Cornelia Gehrig as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Heiner Kamps as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Helene Weber-Dubi as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.4	Designate Patrick O'Neill as Independent Proxy	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 12 Million	Mgmt	For	For	For
6.1	Approve CHF 0.66 Ordinary Share Capital Increase without Preemptive Rights, if Item 6.2 is Approved	Mgmt	For	For	For
6.2	Approve 40:1 Reverse Stock Split	Mgmt	For	For	For
6.3	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, if Items 6.1 and 6.2 are Approved	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bachem Holding AG

Meeting Date: 04/30/2025	Country: Switzerland	Ticker: BANB
Record Date:	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
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 0.43 per Share and CHF 0.42 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 750,000	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 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
5.6	Elect Simon Fedele 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 Forvis 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

Meeting Date: 04/30/2025	Country: Switzerland	Ticker: SFSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H7482F118		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Sustainability Report	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million and 5,000 Company Shares	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 and 7,400 Company Shares	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.a	Reelect Peter Bauschatz as Director	Mgmt	For	For	For
6.b	Reelect Tanja Birner as Director	Mgmt	For	For	For
6.c	Reelect Nick Huber as Director	Mgmt	For	For	For
6.d	Reelect Urs Kaufmann as Director	Mgmt	For	Against	Against
6.e	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For	Against	Against
6.f	Reelect Manuela Suter as Director	Mgmt	For	For	For
6.g	Reelect Fabian Tschan as Director	Mgmt	For	For	For
6.h	Reelect Joerg Walther as Director	Mgmt	For	For	For
7.a	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.b	Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c	Appoint Tanja Birner as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
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

St. Galler Kantonalbank AG

Meeting Date: 04/30/2025

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 and Senior Management	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 Personnel and Compensation Committee	Mgmt	For	For	For
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 Personnel and Compensation Committee	Mgmt	For	Against	Against
5.5	Reelect Daniel Ott as Director	Mgmt	For	For	For
5.6	Reelect Cornelia Stengel as Director	Mgmt	For	For	For
5.7	Reelect Ivo Wechsler as Director and Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.8	Elect Stefan Scheiber as Director	Mgmt	For	For	For

St. Galler Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 1.4 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	Against	Against
7	Designate rtwp rechtsanwaelte & notare 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

Accelleron Industries AG

Meeting Date: 05/06/2025	Country: Switzerland	Ticker: ACLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0029X106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 1.25 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

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
8.2	Approve Cancellation of Conditional Capital	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Alcon Inc.

Meeting Date: 05/06/2025	Country: Switzerland	Ticker: ALC
Record Date:	Meeting Type: Annual	
Primary Security ID: H01301128		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.28 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	Refer	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Arthur Cummings as Director	Mgmt	For	For	For
6.4	Reelect David Endicott as Director	Mgmt	For	For	For
6.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
6.6	Reelect Keith Grossman as Director	Mgmt	For	Against	Against
6.7	Reelect Scott Maw as Director	Mgmt	For	For	For
6.8	Reelect Karen May as Director	Mgmt	For	For	For
6.9	Reelect Ines Poeschel as Director	Mgmt	For	For	For
6.10	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
6.11	Elect Deborah Di Sanzo 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
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

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of 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
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 44 Million	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Approve Creation of Capital Band within the Upper Limit of EUR 2.9 Million and the Lower Limit of EUR 2.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

DSM-Firmenich AG

Meeting Date: 05/06/2025

Record Date:

Primary Security ID: H0245V108

Country: Switzerland

Meeting Type: Annual

Ticker: DSFIR

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

Kuehne + Nagel International AG

Meeting Date: 05/07/2025

Record Date:

Primary Security ID: H4673L145

Country: Switzerland

Meeting Type: Annual

Ticker: KNIN

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 8.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.b	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.c	Reelect Dominik de Daniel as Director	Mgmt	For	For	For
4.1.d	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.e	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.f	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.g	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.h	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.i	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	Mgmt	For	For	For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
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
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

SKAN Group AG

Meeting Date: 05/07/2025	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 0.40 per Share	Mgmt	For	For	For
5.1.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	For	For
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
6.2	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
6.3	Reappoint 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 700,000	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

Meeting Date: 05/07/2025	Country: Switzerland	Ticker: SRAIL
Record Date:	Meeting Type: Annual	
Primary Security ID: H813A0106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1.	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 0.20 per Share	Mgmt	For	For	For
3.	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.	Reelect Stefan Asenkerschbaumer as Director	Mgmt	For	For	For
4.2.	Reelect Christoph Franz as Director	Mgmt	For	Against	Against
4.3.	Reelect Danijela Karelse as Director	Mgmt	For	For	For
4.4.	Reelect Wojciech Kostrzewa as Director	Mgmt	For	For	For
4.5.	Reelect Doris Leuthard as Director	Mgmt	For	For	For
4.6.	Reelect Hans-Peter Schwald as Director	Mgmt	For	For	For
4.7.	Reelect Peter Spuhler as Director	Mgmt	For	For	For
4.8.	Reelect Niko Warbanoff as Director	Mgmt	For	For	For
5.	Reelect Peter Spuhler as Board Chair	Mgmt	For	For	For
6.1.	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2.	Reappoint Hans-Peter Schwald 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.	Appoint Doris Leuthard as Member of the Compensation Committee	Mgmt	For	For	For
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

Stadler Rail AG

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

Banque Cantonale Vaudoise

Meeting Date: 05/08/2025	Country: Switzerland	Ticker: BCVN
Record Date:	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 4.40 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 4.3 Million	Mgmt	For	For	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 12,624 Shares	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Pierre-Alain Urech as Director	Mgmt	For	Against	Against
7.2	Elect Sandra Hauser as Director	Mgmt	For	For	For
8	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	For	For

Banque Cantonale Vaudoise

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

Swissquote Group Holding Ltd.

Meeting Date: 05/08/2025	Country: Switzerland	Ticker: SQN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8403Y103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 6.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.a	Reelect Markus Dennler as Director and Board Chair	Mgmt	For	For	For
6.1.b	Reelect Jean-Christophe Pernollet as Director	Mgmt	For	For	For
6.1.c	Reelect Monica Dell'Anna as Director	Mgmt	For	Against	Against
6.1.d	Reelect Michael Ploog as Director	Mgmt	For	For	For
6.1.e	Reelect Paolo Buzzi as Director	Mgmt	For	For	For
6.1.f	Reelect Demetra Kalogerou as Director	Mgmt	For	For	For
6.1.g	Reelect Esther Finidori as Director	Mgmt	For	For	For
6.1.h	Elect Hans-Rudolf Koeng as Director	Mgmt	For	For	For
6.2.a	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.b	Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.c	Appoint Hans-Rudolf Koeng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 9.6 Million	Mgmt	For	For	For
8	Approve Creation of Capital Band within the Upper Limit of CHF 3.4 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Lonza Group AG

Meeting Date: 05/09/2025

Record Date:

Primary Security ID: H50524133

Country: Switzerland

Meeting Type: Annual

Ticker: LONN

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 Jean-Marc Huet as Director	Mgmt	For	Against	Against
6.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
6.1.5	Reelect Roger Nitsch 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 Barbara Richmond as Director	Mgmt	For	For	For
6.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.2.1	Elect Juan Andres as Director	Mgmt	For	For	For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	Mgmt	For	For	For
6.2.3	Elect David Meline as Director	Mgmt	For	For	For
6.3	Reelect Jean-Marc Huet as Board Chair	Mgmt	For	Against	Against
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	Mgmt	For	For	For
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	Mgmt	For	For	For
6.4.5	Appoint David Meline as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate Lenz Caemmerer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Metall Zug AG

Meeting Date: 05/09/2025	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
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
5.2.1	Reelect Sandrine Zweifel as Director	Mgmt	For	For	For
5.3.1	Reelect Martin Wipfli as Board Chair	Mgmt	For	Against	Against
5.4.1	Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.4.2	Reappoint Bernhard Eschermann as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.5.1	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For
5.6.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For	For

Metall Zug AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	Mgmt	For	Against	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Jungfraubahn Holding AG

Meeting Date: 05/12/2025	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 7.50 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Heinz Karrer as Director and Board Chair	Mgmt	For	For	For
6.2.1	Reelect Daniel Binder as Director	Mgmt	For	Against	Against
6.2.2	Reelect Catrina Gaehwiler as Director	Mgmt	For	For	For
6.2.3	Reelect Catherine Muehlemann as Director	Mgmt	For	For	For
6.2.4	Reelect Hanspeter Ruefenacht as Director	Mgmt	For	Against	Against
6.2.5	Reelect Thomas Ruoff as Director	Mgmt	For	For	For
7.1	Reappoint Catherine Muehlemann as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
7.2	Reappoint Hanspeter Ruefenacht as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.3	Reappoint Thomas Ruoff as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against

Jungfraubahn Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Remuneration of Directors in the Amount of CHF 640,000	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For	For	For
9.1	Designate Niklas Glatthard as Independent Proxy	Mgmt	For	For	For
9.2	Designate Melchior Glatthard as Substitute Independent Proxy	Mgmt	For	For	For
10	Ratify BDO AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sensirion Holding AG

Meeting Date: 05/12/2025	Country: Switzerland	Ticker: SENS
Record Date:	Meeting Type: Annual	
Primary Security ID: H7448F129		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
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 Anja Koenig as Director	Mgmt	For	For	For
4.1.4	Reelect Franz Studer as Director	Mgmt	For	Against	Against
4.1.5	Reelect Henri Mrejen as Director	Mgmt	For	Against	Against
4.1.6	Elect Mirjana Blume as Director	Mgmt	For	For	For
4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against

Sensirion Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.2.3	Reappoint 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
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 175,043	Mgmt	For	Against	Against
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sunrise Communications AG

Meeting Date: 05/13/2025	Country: Switzerland	Ticker: SNRE
Record Date:	Meeting Type: Annual	
Primary Security ID: 867975104		

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 3.33 per Class A Share and CHF 0.33 per Class B 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 Michael Fries as Director and Board Chair	Mgmt	For	Against	Against
4.2.1	Reelect Adam Bird as Director	Mgmt	For	Against	Against
4.2.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For

Sunrise Communications AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.3	Reelect Thomas Meyer as Director	Mgmt	For	For	For
4.2.4	Reelect Catherine Muehlemann as Director	Mgmt	For	For	For
4.2.5	Reelect Enrique Rodriguez as Director	Mgmt	For	For	For
4.2.6	Reelect Lutz Schueler as Director	Mgmt	For	For	For
5.1	Reappoint Adam Bird as Member of the Compensation Committee	Mgmt	For	Against	Against
5.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Enrique Rodriguez as Member of the Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Anwaltskanzlei Keller AG as Independent Proxy	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 2.1 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 22 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Temenos AG

Meeting Date: 05/13/2025	Country: Switzerland	Ticker: TEMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8547Q107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	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 1.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Remuneration of Directors in the Amount of USD 2.2 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 37 Million	Mgmt	For	For	For
5.1	Approve CHF 16.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 382.1 Million and the Lower Limit of CHF 337 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6	Amend Articles of Association	Mgmt	For	For	For
7.1	Elect Felicia Alvaro as Director	Mgmt	For	For	For
7.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	For	For
7.2.2	Reelect Maurizio Carli as Director	Mgmt	For	For	For
7.2.3	Reelect Cecilia Hulten as Director	Mgmt	For	For	For
7.2.4	Reelect Xavier Cauchois as Director	Mgmt	For	For	For
7.2.5	Reelect Laurie Readhead as Director	Mgmt	For	For	For
7.2.6	Reelect Michael Gorriz as Director	Mgmt	For	For	For
8.1	Reappoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Michael Gorriz as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate KBLex S.A. as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers S.A. as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 05/14/2025	Country: Switzerland	Ticker: AVOL
Record Date:	Meeting Type: Annual	
Primary Security ID: H2082J107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial 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 1.00 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 805.8 Million and the Lower Limit of CHF 659.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.1	Reelect Juan Carretero as Director and Board Chair	Mgmt	For	For	For
5.2.1	Reelect Alessandro Benetton as Director	Mgmt	For	For	For
5.2.2	Reelect Heekyung Jo Min as Director	Mgmt	For	For	For
5.2.3	Reelect Sami Kahale as Director	Mgmt	For	For	For
5.2.4	Reelect Enrico Laghi as Director	Mgmt	For	For	For
5.2.5	Reelect Luis Camino as Director	Mgmt	For	For	For
5.2.6	Reelect Joaquin Cabrera as Director	Mgmt	For	Against	Against
5.2.7	Reelect Ranjan Sen as Director	Mgmt	For	For	For
5.2.8	Reelect Mary Guilfoile as Director	Mgmt	For	For	For
5.2.9	Reelect Eugenia Ulasewicz as Director	Mgmt	For	For	For
5.3.1	Elect Bruno Chiomento as Director	Mgmt	For	For	For
5.3.2	Elect Jeanne Jackson as Director	Mgmt	For	For	For
6.1	Reappoint Enrico Laghi as Member of the Compensation Committee	Mgmt	For	For	For

Avolta AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reappoint Luis Camino as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
8	Designate Altenburger Ltd legal + tax as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 10.6 Million	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 37 Million	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Holcim Ltd.

Meeting Date: 05/14/2025	Country: Switzerland	Ticker: HOLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3816Q102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
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 Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Amrize Ltd	Mgmt	For	For	For
3.2	Approve Dividends of CHF 3.10 per Share from Capital Contribution Reserves	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve CHF 24.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1.1	Reelect Kim Fausing as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
5.1.3	Reelect Leanne Geale as Director	Mgmt	For	For	For
5.1.4	Reelect Catrin Hinkel as Director	Mgmt	For	For	For
5.1.5	Reelect Naina Lal Kidwai as Director	Mgmt	For	For	For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
5.1.7	Reelect Michael McGarry as Director	Mgmt	For	For	For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
5.2.1	Elect Adolfo Orive as Director	Mgmt	For	For	For
5.2.2	Elect Sven Schneider as Director	Mgmt	For	For	For
5.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.2	Reappoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.4.1	Appoint Leanne Geale as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

R&S Group Holding AG

Meeting Date: 05/14/2025Country: SwitzerlandTicker: 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	For	For
3	Approve Allocation of Income and Dividends of CHF 0.50 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	For	For
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	Elect Deborah Carlson-Burkart as Director	Mgmt	For	For	For
6.1.5	Elect Monika Kruesi as Director	Mgmt	For	For	For
6.2	Reelect Heinz Kundert as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Beatrix Natter as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Appoint Deborah Carlson-Burkart as Member of the Compensation Committee	Mgmt	For	For	For
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 700,000	Mgmt	For	For	For
7.2	Approve Additional Remuneration of Executive Committee in the Amount of CHF 176,000	Mgmt	For	For	For
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For	For
8	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For

R&S Group Holding AG

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

Romande Energie Holding SA

Meeting Date: 05/14/2025	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	For	For
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 Francois Vuille to the Board by the State Council (Non-Voting)	Mgmt			
4.3	Reelect Guy Mustaki as Board Chair	Mgmt	For	Against	Against
4.4.1	Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Reappoint Olivier Gfeller as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.5	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Against	Against
4.6	Designate Gabriel Cottier as Independent Proxy	Mgmt	For	For	For

Romande Energie Holding SA

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

Swiss Life Holding AG

Meeting Date: 05/14/2025	Country: Switzerland	Ticker: SLHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8404J162		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 35.00 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 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

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Locker 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	Against	Against
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For
5.13	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	Against	Against
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Valiant Holding AG

Meeting Date: 05/14/2025	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

Valiant Holding 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	Approve Allocation of Income and Dividends of CHF 5.80 per Share	Mgmt	For	For	For
6	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For	For
7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2025	Mgmt	For	For	For
7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2026	Mgmt	For	For	For
8.1	Reelect Markus Gygax as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Christoph Buehler as Director	Mgmt	For	Against	Against
8.3	Reelect Barbara Artmann as Director	Mgmt	For	For	For
8.4	Reelect Maya Bundt as Director	Mgmt	For	Against	Against
8.5	Reelect Roger Harlacher as Director	Mgmt	For	For	For
8.6	Reelect Roland Herrmann as Director	Mgmt	For	For	For
8.7	Reelect Marion Khueny as Director	Mgmt	For	For	For
8.8	Reelect Ronald Traechsel as Director	Mgmt	For	For	For
9.1	Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
9.2	Reappoint Markus Gygax as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
11	Designate burckhardt AG as Independent Proxy	Mgmt	For	For	For

Valiant Holding AG

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

Bunge Global SA

Meeting Date: 05/15/2025	Country: Switzerland	Ticker: BG
Record Date: 03/14/2025	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 2.80 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 Carol Browner	Mgmt	For	Against	Against
5c	Elect Director Gregory Heckman	Mgmt	For	For	For
5d	Elect Director Linda Jojo	Mgmt	For	For	For
5e	Elect Director Monica McGurk	Mgmt	For	For	For
5f	Elect Director Kenneth Simril	Mgmt	For	For	For
5g	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5h	Elect Director Mark Zenuk	Mgmt	For	For	For
5i	Elect Director Adrian Isman	Mgmt	For	For	For
5j	Elect Director Anne Jensen	Mgmt	For	For	For
5k	Elect Director Christopher Mahoney	Mgmt	For	For	For
5l	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Monica McGurk as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Markus Walt as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7d	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9a	Approve Remuneration of Directors in the Amount of USD 5.4 million	Mgmt	For	For	For
9b	Approve Remuneration of Executive Committee in the Amount of USD 38.9 million for Fiscal Year 2026	Mgmt	For	For	For
9c	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Non-Financial Report	Mgmt	For	For	For
11	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
12	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

Chubb Limited

Meeting Date: 05/15/2025

Record Date: 03/21/2025

Primary Security ID: H1467J104

Country: Switzerland

Meeting Type: Annual

Ticker: CB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Allocate Disposable Profit	Mgmt	For		For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For		For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For		For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For		For
5.1	Elect Director Evan G. Greenberg	Mgmt	For		For
5.2	Elect Director Michael P. Connors	Mgmt	For		For
5.3	Elect Director Michael G. Atieh	Mgmt	For		For
5.4	Elect Director Nancy K. Buese	Mgmt	For		For
5.5	Elect Director Sheila P. Burke	Mgmt	For		For
5.6	Elect Director Nelson J. Chai	Mgmt	For		For
5.7	Elect Director Michael L. Corbat	Mgmt	For		For
5.8	Elect Director Fred Hu	Mgmt	For		For
5.9	Elect Director Robert J. Hugin	Mgmt	For		For
5.10	Elect Director Robert W. Scully	Mgmt	For		For
5.11	Elect Director Theodore E. Shasta	Mgmt	For		For
5.12	Elect Director David H. Sidwell	Mgmt	For		For
5.13	Elect Director Olivier Steimer	Mgmt	For		For
5.14	Elect Director Frances F. Townsend	Mgmt	For		For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For		Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For		For
7.2	Elect Michael L. Corbat as Member of the Compensation Committee	Mgmt	For		For
7.3	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For		For
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For		For
8	Designate Homburger AG as Independent Proxy	Mgmt	For		For
9	Approve Renewal of a Capital Band for Authorized Share Capital Increases and Reductions	Mgmt	For		For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Approve Remuneration of Directors in the Amount of USD 6.5 Million	Mgmt	For		For
10.2	Approve Remuneration of Executive Management in the Amount of USD 78 Million for Fiscal 2026	Mgmt	For		For
10.3	Approve Remuneration Report	Mgmt	For		Against
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		For
12	Approve Sustainability Report	Mgmt	For		For
13	Report on GHG Emissions Associated with Underwriting, Insuring, and Investment Activities	SH	Against		For
A	Transact Other Business	Mgmt	For		Against

SoftwareONE Holding AG

Meeting Date: 05/16/2025

Record Date:

Primary Security ID: H5682F102

Country: Switzerland

Meeting Type: Annual

Ticker: SWON

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 0.30 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Director Daniel von Stockar	Mgmt	For	For	For
3.2	Approve Discharge of Director Rene Gilli	Mgmt	For	For	For
3.3	Approve Discharge of Director Andrea Sieber	Mgmt	For	For	For
3.4	Approve Discharge of Director Joerg Riboni	Mgmt	For	For	For
3.5	Approve Discharge of Director Till Spillmann	Mgmt	For	For	For
3.6	Approve Discharge of Member of the Executive Board Raphael Erb	Mgmt	For	For	For

SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Approve Discharge of Member of the Executive Board Julia Braun	Mgmt	For	For	For
3.8	Approve Discharge of Member of the Executive Board Rodolfo Savitzky	Mgmt	For	For	For
3.9	Approve Discharge of Member of the Executive Board Oliver Berchtold	Mgmt	For	For	For
4.1	Reelect Daniel von Stockar as Director	Mgmt	For	For	For
4.2	Reelect Rene Gilli as Director	Mgmt	For	For	For
4.3	Reelect Andrea Sieber as Director	Mgmt	For	Against	Against
4.4	Reelect Joerg Riboni as Director	Mgmt	For	For	For
4.5	Reelect Till Spillmann as Director	Mgmt	For	For	For
5	Elect Till Spillmann as Board Chair	Mgmt	For	For	For
6.1	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Rene Gilli as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Appoint Till Spillmann as Member of the Nomination and Compensation Committee for a Term of Office until the Completion of Acquisition of Crayon Group Holding ASA, or until next AGM	Mgmt	For	For	For
6.4	Appoint Rune Syersen as Member of the Nomination and Compensation Committee with Effect from and Subject to the Completion of Acquisition of Crayon Group Holding ASA, for a Term of Office until next AGM	Mgmt	For	For	For
7	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 2.2 Million	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Partners Group Holding AG

Meeting Date: 05/21/2025

Record Date:

Primary Security ID: H6120A101

Country: Switzerland

Meeting Type: Annual

Ticker: PGHN

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 42.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	Mgmt	For	For	For
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	Mgmt	For	Refer	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	Mgmt	For	For	For
6.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
6.1.2	Elect Urban Angehrn as Director	Mgmt	For	For	For
6.1.3	Reelect Marcel Erni as Director	Mgmt	For	For	For
6.1.4	Reelect Alfred Gantner as Director	Mgmt	For	For	For
6.1.5	Reelect Anne Lester as Director	Mgmt	For	For	For
6.1.6	Reelect Gaelle Olivier as Director	Mgmt	For	For	For
6.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
6.1.8	Reelect Flora Zhao as Director	Mgmt	For	Against	Against

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Swatch Group AG

Meeting Date: 05/21/2025	Country: Switzerland	Ticker: UHR
Record Date:	Meeting Type: Annual	
Primary Security ID: H83949141		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Bearer Shares	Mgmt			
	Management Proposals	Mgmt			
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 0.90 per Registered Share and CHF 4.50 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 3.1 Million	Mgmt	For	Against	Against
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	Against	Against

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 6.9 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.4 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 Marc Hayek as Director	Mgmt	For	Against	Against
5.6	Reelect Claude Nicollier as Director	Mgmt	For	Against	Against
5.7	Reelect Jean-Pierre Roth as Director	Mgmt	For	Against	Against
5.8	Shareholder Proposal	Mgmt			
	Elect Steven Wood as Director	SH	Against	Against	Against
5.9	Management Proposals	Mgmt			
	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 Marc Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For

The Swatch Group AG

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

The Swatch Group AG

Meeting Date: 05/21/2025	Country: Switzerland	Ticker: UHR
Record Date:	Meeting Type: Annual	
Primary Security ID: H83949141		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Registered Shares	Mgmt			
	Management Proposals	Mgmt			
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 0.90 per Registered Share and CHF 4.50 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 3.1 Million	Mgmt	For	Against	Against
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	Against	Against
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 6.9 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.4 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

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Reelect Georges Hayek as Director	Mgmt	For	Against	Against
5.5	Reelect Marc Hayek as Director	Mgmt	For	Against	Against
5.6	Reelect Claude Nicollier as Director	Mgmt	For	Against	Against
5.7	Reelect Jean-Pierre Roth as Director	Mgmt	For	Against	Against
5.8	Shareholder Proposal	Mgmt			
	Elect Steven Wood as Director	SH	Against	Against	Against
5.9	Management Proposals	Mgmt			
	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 Marc Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Reappoint Jean-Pierre Roth 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	Transact Other Business (Voting)	Mgmt	For	Against	Against

Baloise Holding AG

Meeting Date: 05/23/2025	Country: Switzerland	Ticker: BALN
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H04530202		

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Helvetia Holding AG	Mgmt	For	For	For
2.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
2.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Coca-Cola HBC AG

Meeting Date: 05/23/2025

Country: Switzerland

Ticker: CCH

Record Date: 05/15/2025

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
2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For		For
3.1	Approve Allocation of Income	Mgmt	For		For
3.2	Approve Dividend from Reserves	Mgmt	For		For
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For		For
5.1.a	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For		For
5.1.b	Re-elect Zulikat Abiola as Director	Mgmt	For		For
5.1.c	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	Mgmt	For		For
5.1.d	Re-elect Zoran Bogdanovic as Director	Mgmt	For		For
5.1.e	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For		Against
5.1.f	Re-elect Henrique Braun as Director	Mgmt	For		For
5.1.g	Re-elect Anastasios Leventis as Director	Mgmt	For		For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.h	Re-elect Christodoulos Leventis as Director	Mgmt	For		For
5.1.i	Re-elect George Leventis as Director	Mgmt	For		For
5.1.j	Re-elect Evguenia Stoitchkova as Director	Mgmt	For		For
5.1.k	Re-elect Glykeria Tsernou as Director	Mgmt	For		For
5.2.1	Elect Stavros Pantzaris as Director	Mgmt	For		For
5.2.2	Elect Pantelis Lekkas as Director and as Member of the Remuneration Committee	Mgmt	For		For
6	Designate Ines Poeschel as Independent Proxy	Mgmt	For		For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For		For
8	Approve UK Remuneration Report	Mgmt	For		For
9	Approve Remuneration Policy	Mgmt	For		For
10	Approve Swiss Remuneration Report	Mgmt	For		For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For		For
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For		For
12	Amend Articles Re: Management Incentive and Long-Term Incentive Arrangements	Mgmt	For		For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For		For

Coca-Cola HBC AG

Meeting Date: 05/23/2025

Record Date:

Primary Security ID: H1512E100

Country: Switzerland

Meeting Type: Annual

Ticker: CCH

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

Helvetia Holding AG

Meeting Date: 05/23/2025

Record Date:

Primary Security ID: H3701P102

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: HELN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	For	For	For
2	Approve Merger by Absorption of Baloise Holding AG	Mgmt	For	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 2 Million without Preemptive Rights in Connection with Acquisition of Baloise Holding AG	Mgmt	For	For	For
4	Change Company Name to Helvetia Baloise Holding AG	Mgmt	For	For	For
5.1	Approve Creation of CHF 238,765.64 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
5.2	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
5.3	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For	For	For
5.4	Approve Increase in Maximum Size of Board to 14 Members	Mgmt	For	For	For
6.1	Elect Thomas von Planta as Director and Board Chair	Mgmt	For	For	For
6.2.1	Elect Guido Fuerer as Director	Mgmt	For	For	For
6.2.2	Elect Christoph Maeder as Director	Mgmt	For	For	For
6.2.3	Elect Markus Neuhaus as Director	Mgmt	For	For	For
6.2.4	Elect Vincent Vandendael as Director	Mgmt	For	For	For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.5	Elect Marie-Noelle Venturi Zen-Ruffinen as Director	Mgmt	For	For	For
6.3.1	Appoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Appoint Marie-Noelle Venturi Zen-Ruffinen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Approve Fixed Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Garmin Ltd.

Meeting Date: 06/06/2025	Country: Switzerland	Ticker: GRMN
Record Date: 04/11/2025	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
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Susan M. Ball	Mgmt	For	For	For
5b	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
5c	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
5d	Elect Director Min H. Kao	Mgmt	For	For	For
5e	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chair	Mgmt	For	For	For
7a	Appoint Susan M. Ball as Member of the Compensation Committee	Mgmt	For	For	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7d	Appoint Catherine A. Lewis 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 2026 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 2025 AGM and the 2026 AGM	Mgmt	For	For	For
15	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

Interroll Holding AG

Meeting Date: 06/06/2025

Record Date:

Primary Security ID: H4247Q117

Country: Switzerland

Meeting Type: Annual

Ticker: INRN

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 32.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
4.2	Amend Corporate Purpose	Mgmt	For	For	For
4.3	Amend Articles of Association	Mgmt	For	For	For
5.1	Approve Remuneration Report	Mgmt	For	Against	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For	For	For
6.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For	Against	Against
6.2	Reelect Stefano Mercurio as Director	Mgmt	For	Against	Against
6.3	Reelect Ingo Specht as Director	Mgmt	For	Against	Against
6.4	Reelect Elena Cortona as Director	Mgmt	For	For	For
6.5	Reelect Susanne Schreiber as Director	Mgmt	For	For	For
7.1	Appoint Susanne Schreiber as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	Mgmt	For	Against	Against
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Designate Francesco Adami as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sonova Holding AG

Meeting Date: 06/10/2025	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	Mgmt	For	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Gregory Behar as Director	Mgmt	For	For	For
4.1.3	Reelect Lynn Bleil as Director	Mgmt	For	For	For
4.1.4	Reelect Roland Diggelmann as Director	Mgmt	For	Against	Against
4.1.5	Reelect Julie Tay as Director	Mgmt	For	For	For
4.1.6	Reelect Ronald van der Vis as Director	Mgmt	For	For	For
4.1.7	Reelect Adrian Widmer as Director	Mgmt	For	For	For
4.2	Elect Laura Stoltenberg 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 Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Appoint Gregory Behar as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.6	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.3 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Landis+Gyr Group AG

Meeting Date: 06/25/2025	Country: Switzerland	Ticker: LAND
Record Date:	Meeting Type: Annual	
Primary Security ID: H893NZ107		

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	Mgmt	For	For	For
2.1	Approve Treatment of Net Loss	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.15 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For	For	For
5.1.1	Reelect Audrey Zibelman as Director	Mgmt	For	For	For
5.1.2	Reelect Eric Elzvik as Director	Mgmt	For	Against	Against
5.1.3	Reelect Fabian Rauch as Director	Mgmt	For	For	For
5.1.4	Reelect Andreas Spreiter as Director	Mgmt	For	For	For
5.1.5	Reelect Christina Stercken as Director	Mgmt	For	For	For
5.1.6	Reelect Laureen Tolson as Director	Mgmt	For	For	For
5.2.1	Elect Brett Carter as New Director	Mgmt	For	For	For
5.2.2	Elect Steve Loudon as New Director	Mgmt	For	For	For
5.3	Elect Audrey Zibelman as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Laureen Tolson as Member of the Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Eric Elzvik as Member of the Compensation Committee	Mgmt	For	Against	Against
5.4.3	Reappoint Fabian Rauch as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.6	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	For	For

Landis+Gyr Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
8	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

LEM Holding SA

Meeting Date: 06/26/2025

Record Date:

Primary Security ID: H48909149

Country: Switzerland

Meeting Type: Annual

Ticker: LEHN

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 Omission of Dividends	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 990,000	Mgmt	For	For	For
5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 272,303	Mgmt	For	Against	Against
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	For	For
6.1	Reelect Ilan Cohen as Director	Mgmt	For	For	For
6.2	Reelect Francois Gabella as Director	Mgmt	For	For	For
6.3	Reelect Andreas Huerlimann as Director and Board Chair	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Reelect Ulrich Looser as Director	Mgmt	For	Against	Against
6.5	Reelect Werner Weber as Director	Mgmt	For	For	For
6.6	Reelect 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	Reappoint Werner Weber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young Ltd. as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against