

# **Wahrnehmung der Stimmrechte bei Schweizer Aktiengesellschaften**

Periode:  
1. Januar 2024  
bis  
31. Dezember 2024

# VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## Novartis AG

**Meeting Date:** 05/03/2024

**Country:** Switzerland

**Ticker:** NOVN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H5820Q150

**Shares Voted:** 102,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For		For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For		Against
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For		Against
5.3	Approve Remuneration Report	Mgmt	For		Against
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For		For
6.2	Reelect Nancy Andrews as Director	Mgmt	For		For
6.3	Reelect Ton Buechner as Director	Mgmt	For		For
6.4	Reelect Patrice Bula as Director	Mgmt	For		For
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For		For
6.6	Reelect Bridgette Heller as Director	Mgmt	For		For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For		For
6.8	Reelect Frans van Houten as Director	Mgmt	For		For
6.9	Reelect Simon Moroney as Director	Mgmt	For		For

## Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For		For
6.11	Reelect Charles Sawyers as Director	Mgmt	For		For
6.12	Reelect William Winters as Director	Mgmt	For		For
6.13	Reelect John Young as Director	Mgmt	For		For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For		For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Daetwyler Holding AG

**Meeting Date:** 14/03/2024

**Country:** Switzerland

**Ticker:** DAE

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H17592157

**Shares Voted:** 2,000

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

# Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.1.3	Nominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		Against
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For		For
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For		Against
4.4	Reelect Claude Cornaz as Director	Mgmt	For		For
4.5	Reelect Juerg Fedier as Director	Mgmt	For		For
4.6	Reelect Gabi Huber as Director	Mgmt	For		For
4.7.1	Reelect Jens Breu as Director	Mgmt	For		For
4.7.2	Reelect Martin Hirzel as Director	Mgmt	For		For
4.7.3	Elect Dirk Lambrecht as Director	Mgmt	For		Against
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Mgmt	For		Against
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Ratify KPMG as Auditors	Mgmt	For		For
7	Designate Remo Baumann as Independent Proxy	Mgmt	For		For
8.1	Approve Remuneration of Directors in the Amount of CHF 2.35 Million	Mgmt	For		For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Against

# Swiss Prime Site AG

Meeting Date: 19/03/2024

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Primary Security ID: H8403W107

Shares Voted: 36,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For		For
6.1.1	Reelect Ton Buechner as Director	Mgmt	For		For
6.1.2	Reelect Reto Conrad as Director	Mgmt	For		For
6.1.3	Reelect Barbara Knoflach as Director	Mgmt	For		For
6.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For		For
6.1.5	Reelect Thomas Studhalter as Director	Mgmt	For		For
6.1.6	Reelect Brigitte Walter as Director	Mgmt	For		For
6.1.7	Elect Detlef Trefzger as Director	Mgmt	For		For
6.2	Reelect Ton Buechner as Board Chair	Mgmt	For		For
6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For		For
6.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For

## Swiss Prime Site AG

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

## ABB Ltd.

**Meeting Date:** 21/03/2024      **Country:** Switzerland      **Ticker:** ABBN  
**Record Date:** 13/03/2024      **Meeting Type:** Annual  
**Primary Security ID:** H0010V101

Shares Voted: 125,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
3	Approve Sustainability Report (Non-Binding)	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For		Against
7.1	Reelect David Constable as Director	Mgmt	For		For
7.2	Reelect Frederico Curado as Director	Mgmt	For		For
7.3	Reelect Lars Foerberg as Director	Mgmt	For		For
7.4	Elect Johan Forssell as Director	Mgmt	For		For
7.5	Reelect Denise Johnson as Director	Mgmt	For		For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For		For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For		For
7.8	Reelect David Meline as Director	Mgmt	For		For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For		For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For		For

## ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For		For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For		For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For		For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For		For
10	Ratify KPMG AG as Auditors	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

## ALSO Holding AG

Meeting Date: 21/03/2024

Country: Switzerland

Ticker: ALSN

Record Date:

Meeting Type: Annual

Primary Security ID: H0178Q159

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
3	Approve Allocation of Income and Dividends of CHF 4.80 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For		Against
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For		Against
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Mgmt	For		Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 4.5 Million	Mgmt	For		Against
7.1.1	Reelect Peter Athanas as Director	Mgmt	For		Against

## ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.2	Reelect Walter Droege as Director	Mgmt	For		For
7.1.3	Reelect Frank Tanski as Director	Mgmt	For		Against
7.1.4	Reelect Ernest-W. Droege as Director	Mgmt	For		For
7.1.5	Reelect Thomas Fuerer as Director	Mgmt	For		For
7.1.6	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For		Against
7.2	Reelect Gustavo Moeller-Hergt as Board Chair	Mgmt	For		Against
7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Mgmt	For		Against
7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Mgmt	For		Against
7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Mgmt	For		Against
7.4	Ratify Ernst and Young AG as Auditors	Mgmt	For		For
7.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

## Givaudan SA

**Meeting Date:** 21/03/2024

**Country:** Switzerland

**Ticker:** GIVN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H3238Q102

**Shares Voted:** 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3	Approve Remuneration Report	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For		For
5	Approve Discharge of Board of Directors	Mgmt	For		For
6.1.1	Reelect Victor Balli as Director	Mgmt	For		For



## Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For		For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For		For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For		For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For		For
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For		Against
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For		Against
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For		For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For		For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For		For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For		For
6.4	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For		For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For		For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

## BELIMO Holding AG

**Meeting Date:** 25/03/2024

**Country:** Switzerland

**Ticker:** BEAN

**Record Date:** 14/03/2024

**Meeting Type:** Annual

**Primary Security ID:** H07171129

**Shares Voted:** 4,850

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

# BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		For
4	Approve Remuneration Report	Mgmt	For		For
5	Approve Discharge of Board of Directors	Mgmt	For		For
6.1	Amend Articles Re: General Meetings	Mgmt	For		Against
6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
6.3	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For		Against
6.4	Amend Articles of Association	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	Mgmt	For		For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	Mgmt	For		For
7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	Mgmt	For		For
8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	Mgmt	For		For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	Mgmt	For		For
9.1.1	Reelect Adrian Altenburger as Director	Mgmt	For		For
9.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For		For
9.1.3	Reelect Sandra Emme as Director	Mgmt	For		For
9.1.4	Reelect Urban Linsi as Director	Mgmt	For		For
9.1.5	Reelect Ines Poeschel as Director	Mgmt	For		For

## BELIMO Holding AG

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

## Mobimo Holding AG

**Meeting Date:** 26/03/2024

**Country:** Switzerland

**Ticker:** MOBN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H55058103

**Shares Voted:** 17,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 5.00 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For

# Mobimo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Sabrina Contratto as Director	Mgmt	For		For
4.1.2	Reelect Brian Fischer as Director	Mgmt	For		For
4.1.3	Reelect Bernadette Koch as Director	Mgmt	For		For
4.1.4	Reelect Stephane Maye as Director	Mgmt	For		For
4.1.5	Reelect Peter Schaub as Director and as Board Chair	Mgmt	For		For
4.1.6	Reelect Martha Scheiber as Director	Mgmt	For		For
4.1.7	Elect Markus Schuerch as Director	Mgmt	For		For
4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3	Ratify Ernst and Young AG as Auditors	Mgmt	For		For
4.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For		For
5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		For
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		For
7.1	Amend Corporate Purpose	Mgmt	For		For
7.2	Approve Creation of Capital Band within the Upper Limit of CHF 27.2 Million and the Lower Limit of CHF 24.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
7.3	Amend Articles Re: Share Register	Mgmt	For		For
7.4	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

**Meeting Date:** 26/03/2024

**Country:** Switzerland

**Ticker:** SGSN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H63838116

**Shares Voted:** 14,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For		For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For		For
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For		For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For		For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For		For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For		For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For		For
4.1.6	Reelect Jens Riedl as Director	Mgmt	For		For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For		For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For		For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For		For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For		For

## SGS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For		For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For		For
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For		Against
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For		Against
6.2	Amend Articles of Association	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

## Sika AG

**Meeting Date:** 26/03/2024

**Country:** Switzerland

**Ticker:** SIKA

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7631K273

**Shares Voted:** 15,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1.1	Reelect Viktor Balli as Director	Mgmt	For		For
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.3	Reelect Justin Howell as Director	Mgmt	For		For
4.1.4	Reelect Gordana Landen as Director	Mgmt	For		For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For		For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For		For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For		For
4.2	Elect Thomas Aebischer as Director	Mgmt	For		For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For		For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.5	Ratify KPMG AG as Auditors	Mgmt	For		For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For		For
5	Approve Sustainability Report	Mgmt	For		For
6.1	Approve Remuneration Report	Mgmt	For		For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

## Swisscom AG

Meeting Date: 27/03/2024

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 1,200

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For		For
4.2	Reelect Roland Abt as Director	Mgmt	For		For
4.3	Reelect Monique Bourquin as Director	Mgmt	For		For
4.4	Reelect Guus Dekkers as Director	Mgmt	For		For
4.5	Reelect Frank Esser as Director	Mgmt	For		For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For		For
4.7	Reelect Anna Mossberg as Director	Mgmt	For		For
4.8	Elect Daniel Muenger as Director	Mgmt	For		For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For		For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For		For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For		For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For		For
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For		For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against



# Inficon Holding AG

Meeting Date: 04/04/2024

Country: Switzerland

Ticker: IFCN

Record Date: 27/03/2024

Meeting Type: Annual

Primary Security ID: H7190K102

Shares Voted: 1,225

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		Against
3	Approve Discharge of Board of Directors	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For		For
5.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For		For
5.2	Reelect Vanessa Frey as Director	Mgmt	For		For
5.3	Reelect Beat Siegrist as Director	Mgmt	For		Against
5.4	Reelect Reto Suter as Director	Mgmt	For		For
5.5	Reelect Lukas Winkler as Director	Mgmt	For		Against
6.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For		Against
6.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For		For
6.3	Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For		Against
7	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Approve Remuneration Report	Mgmt	For		For
10	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For		For
11	Approve Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2024	Mgmt	For		For
12	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For		For

## Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2025	Mgmt	For		For
14	Transact Other Business (Voting)	Mgmt	For		Against

## PSP Swiss Property AG

**Meeting Date:** 04/04/2024

**Country:** Switzerland

**Ticker:** PSPN

**Record Date:** 27/03/2024

**Meeting Type:** Annual

**Primary Security ID:** H64687124

**Shares Voted:** 31,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
3	Approve Allocation of Income and Dividends of CHF 3.85 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Reelect Luciano Gabriel as Director	Mgmt	For		For
5.2	Reelect Henrik Saxborn as Director	Mgmt	For		For
5.3	Reelect Mark Abramson as Director	Mgmt	For		For
5.4	Reelect Corinne Denzler as Director	Mgmt	For		For
5.5	Reelect Adrian Dudle as Director	Mgmt	For		For
5.6	Elect Katharina Lichtner as Director	Mgmt	For		For
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For		For
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	Mgmt	For		For

## PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For		For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For		Against
10	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
12.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For		Against
12.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None		Against

## Forbo Holding AG

**Meeting Date:** 05/04/2024

**Country:** Switzerland

**Ticker:** FORN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H26865214

**Shares Voted:** 850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Sustainability Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 25.00 per Share	Mgmt	For		For
4.1	Approve Creation of Capital Band within the Upper Limit of CHF 163,350 and the Lower Limit of CHF 133,650 with or without Exclusion of Preemptive Rights	Mgmt	For		Against
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
4.3	Amend Articles of Association	Mgmt	For		Against
5.1	Approve Remuneration Report	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For		Against

## Forbo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For		For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 390,000 for Fiscal Year 2023	Mgmt	For		For
5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2024	Mgmt	For		For
6.1	Reelect This Schneider as Director and Board Chair	Mgmt	For		For
6.2	Reelect Michael Pieper as Director	Mgmt	For		For
6.3	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For		For
6.4	Reelect Eveline Saupper as Director	Mgmt	For		For
6.5	Reelect Vincent Studer as Director	Mgmt	For		For
6.6	Elect Joerg Kampmeyer as Director	Mgmt	For		For
6.7	Elect Bernhard Merki as Director	Mgmt	For		For
7.1	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For		Against
7.2	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For		Against
7.3	Appoint Bernhard Merki as Member of the Compensation Committee	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Designate Rene Peyer as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Bossard Holding AG

**Meeting Date:** 08/04/2024

**Country:** Switzerland

**Ticker:** BOSN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H09904105

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 4.00 per Category A Registered Share and CHF 0.80 per Category B Registered Share	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For		For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For		For
4.3	Approve Remuneration Report	Mgmt	For		For
5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	Mgmt	For		For
5.2.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For		For
5.2.2	Reelect Martin Kuehn as Director	Mgmt	For		For
5.2.3	Reelect Patricia Heidtman as Director	Mgmt	For		For
5.2.4	Reelect David Dean as Director	Mgmt	For		For
5.2.5	Reelect Petra Ehmann as Director	Mgmt	For		For
5.2.6	Reelect Marcel Keller as Director	Mgmt	For		For
5.2.7	Reelect Ina Toegel as Director	Mgmt	For		For
5.3.1	Reappoint David Dean as Member of the Compensation Committee	Mgmt	For		For
5.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Ina Toegel as Member of the Compensation Committee	Mgmt	For		For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
7	Designate Rene Peyer as Independent Proxy	Mgmt	For		For

## Bossard Holding AG

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

## Galenica AG

**Meeting Date:** 10/04/2024      **Country:** Switzerland      **Ticker:** GALE  
**Record Date:**                      **Meeting Type:** Annual  
**Primary Security ID:** H85158113

Shares Voted: 21,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		Against
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Approve Allocation of Income and Dividends of CHF 1.10 from Retained Earnings	Mgmt	For		For
4.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For		For
5	Approve Remuneration Report	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For		For
7.1.1	Reelect Markus Neuhaus as Director and Board Chair	Mgmt	For		For
7.1.2	Reelect Pascale Bruderer as Director	Mgmt	For		For
7.1.3	Reelect Bertrand Jungo as Director	Mgmt	For		For
7.1.4	Reelect Judith Meier as Director	Mgmt	For		For

## Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.5	Reelect Solange Peters as Director	Mgmt	For		For
7.1.6	Reelect Andreas Walde as Director	Mgmt	For		For
7.1.7	Reelect Joerg Zulauf as Director	Mgmt	For		For
7.2.1	Reappoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For		For
7.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For		For
7.2.3	Reappoint Solange Peters as Member of the Compensation Committee	Mgmt	For		For
7.2.4	Reappoint Andreas Walde as Member of the Compensation Committee	Mgmt	For		For
7.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For		For
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

## Schweiter Technologies AG

**Meeting Date:** 10/04/2024      **Country:** Switzerland      **Ticker:** SWTQ  
**Record Date:**                      **Meeting Type:** Annual  
**Primary Security ID:** H73431175

**Shares Voted:** 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Receive Report on Fiscal Year 2023 (Non-Voting)	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
3.2	Approve Non-Financial Report	Mgmt	For		Against
4	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6	Approve Allocation of Income and Dividends of CHF 15.00 per Share	Mgmt	For		For

## Schweiter Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.1	Reelect Daniel Bossard as Director	Mgmt	For		For
7.1.2	Reelect Vanessa Frey as Director	Mgmt	For		For
7.1.3	Reelect Lars van der Haegen as Director	Mgmt	For		For
7.1.4	Reelect Jacques Sanche as Director	Mgmt	For		Against
7.1.5	Reelect Beat Siegrist as Director	Mgmt	For		For
7.1.6	Reelect Stephan Widrig as Director	Mgmt	For		For
7.1.7	Reelect Heinz Baumgartner as Director and Board Chair	Mgmt	For		For
7.2.1	Reappoint Daniel Bossard as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.3	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Mgmt	For		Against
7.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
7.4	Ratify KPMG AG as Auditors	Mgmt	For		For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Abstain

## Zurich Insurance Group AG

**Meeting Date:** 10/04/2024      **Country:** Switzerland      **Ticker:** ZURN  
**Record Date:** 04/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H9870Y105

**Shares Voted:** 10,500

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



# Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Sustainability Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For		For
4.1.b	Reelect Joan Amble as Director	Mgmt	For		Against
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For		For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For		For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For		For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For		For
4.1.i	Reelect Monica Maechler as Director	Mgmt	For		For
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	For		Against
4.1.k	Reelect Peter Maurer as Director	Mgmt	For		For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For		For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For		For
4.1.n	Elect John Rafter as Director	Mgmt	For		For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For		For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For		For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For		Against
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For		For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For		For

## Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For		Against
6	Transact Other Business (Voting)	Mgmt	For		Against

## Zehnder Group AG

**Meeting Date:** 11/04/2024

**Country:** Switzerland

**Ticker:** ZEHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H9734C125

**Shares Voted:** 7,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For		Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.7 Million	Mgmt	For		For
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
5	Approve Sustainability Report	Mgmt	For		For
6	Approve CHF 24,390 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
7.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	Mgmt	For		For
7.1.2	Reelect Urs Buchmann as Director	Mgmt	For		For
7.1.	Reelect Riet Cadonau as Director	Mgmt	For		For
7.1.4	Reelect Sandra Emme as Director	Mgmt	For		For

## Zehnder Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.5	Reelect Milva Inderbitzin-Zehnder as Director	Mgmt	For		For
7.1.6	Reelect Joerg Walther as Director	Mgmt	For		For
7.1.7	Reelect Ivo Wechsler as Director	Mgmt	For		For
7.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3	Designate Werner Schib as Independent Proxy	Mgmt	For		For
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

## Straumann Holding AG

**Meeting Date:** 12/04/2024

**Country:** Switzerland

**Ticker:** STMN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8300N127

**Shares Voted:** 17,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
1.3	Approve Non-Financial Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For		Against
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.2 Million	Mgmt	For		For

# Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For		Against
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For		Against
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For		For
6.2	Reelect Olivier Filliol as Director	Mgmt	For		For
6.3	Reelect Marco Gadola as Director	Mgmt	For		Against
6.4	Reelect Thomas Straumann as Director	Mgmt	For		For
6.5	Reelect Regula Wallimann as Director	Mgmt	For		For
6.6	Elect Xiaoqun Clever-Steg as Director	Mgmt	For		For
6.7	Elect Stefan Meister as Director	Mgmt	For		For
7.1	Appoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	For		For
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For		Against
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For		For
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	For		For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Abstain

# Luzerner Kantonalbank AG

**Meeting Date:** 15/04/2024

**Country:** Switzerland

**Ticker:** LUKN

**Record Date:** 22/03/2024

**Meeting Type:** Annual

**Primary Security ID:** H5112C109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		
2	Approve Non-Financial Report	Mgmt	For		
3.1	Approve Remuneration of Directors in the Amount of CHF 925,530	Mgmt	For		
3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Mgmt	For		
3.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For		
4	Approve Discharge of Board and Senior Management	Mgmt	For		
5	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For		
6.1.1	Reelect Markus Hongler as Director	Mgmt	For		
6.1.2	Reelect Martha Scheiber as Director	Mgmt	For		
6.1.3	Reelect Andreas Dietrich as Director	Mgmt	For		
6.1.4	Reelect Erica Spiegler as Director	Mgmt	For		
6.1.5	Reelect Andreas Emmenegger as Director	Mgmt	For		
6.1.6	Reelect Marc Glaeser as Director	Mgmt	For		
6.1.7	Reelect Roger Studer as Director	Mgmt	For		
6.1.8	Reelect Nicole Vyskocil as Director	Mgmt	For		
6.2	Reelect Markus Hongler as Board Chair	Mgmt	For		
6.3.1	Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Mgmt	For		
6.3.2	Reappoint Markus Hongler as Member of the Personnel and Compensation Committee	Mgmt	For		
6.3.3	Reappoint Marc Glaeser as Member of the Personnel and Compensation Committee	Mgmt	For		
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		

# Luzerner Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Designate Raphael Haas as Independent Proxy	Mgmt	For		
7	Transact Other Business (Voting)	Mgmt	For		

# Bystronic AG

Meeting Date: 17/04/2024

Country: Switzerland

Ticker: BY5

Record Date:

Meeting Type: Annual

Primary Security ID: H1161X102

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report (Non-Binding)	Mgmt	For		Against
3	Approve Allocation of Income and Dividends of CHF 12.00 per Class A Share and CHF 2.40 per Class B Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Reelect Heinz Baumgartner as Director	Mgmt	For		For
5.2	Reelect Roland Abt as Director	Mgmt	For		For
5.3	Reelect Matthias Auer as Director	Mgmt	For		For
5.4	Reelect Inge Delobelle as Director	Mgmt	For		For
5.5	Reelect Urs Riedener as Director	Mgmt	For		For
5.6	Reelect Felix Schmidheiny as Director	Mgmt	For		For
5.7	Reelect Robert Spoerry as Director	Mgmt	For		For
5.8	Reelect Eva Zauke as Director	Mgmt	For		For
6	Reelect Heinz Baumgartner as Board Chair	Mgmt	For		For
7.1	Reappoint Urs Riedener as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Inge Delobelle as Member of the Compensation Committee	Mgmt	For		For

## Bystronic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Reappoint Robert Spoerry as Member of the Compensation Committee	Mgmt	For		For
8.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
8.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 8.1 Million	Mgmt	For		For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		For
10	Designate Marianne Sieger as Independent Proxy	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

## Geberit AG

**Meeting Date:** 17/04/2024

**Country:** Switzerland

**Ticker:** GEBN

**Record Date:** 11/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H2942E124

**Shares Voted:** 5,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 12.70 per Share	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		For
4	Approve Discharge of Board of Directors	Mgmt	For		For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For		For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For		For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For		For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For		For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For		For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For		For

## Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8.1	Approve Remuneration Report	Mgmt	For		Against
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For		For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Against

## Georg Fischer AG

**Meeting Date:** 17/04/2024      **Country:** Switzerland      **Ticker:** GF  
**Record Date:** 09/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H26091274

**Shares Voted:** 38,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Peter Hackel as Director	Mgmt	For		For
4.2	Reelect Eveline Saupper as Director	Mgmt	For		For
4.3	Reelect Ayano Senaha as Director	Mgmt	For		For



## Georg Fischer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Reelect Yves Serra as Director	Mgmt	For		For
4.5	Reelect Monica de Virgiliis as Director	Mgmt	For		For
4.6	Reelect Michelle Wen as Director	Mgmt	For		For
4.7	Elect Annika Paasikivi as Director	Mgmt	For		For
4.8	Elect Stefan Raebtsamen as Director	Mgmt	For		For
5.1	Reelect Yves Serra as Board Chair	Mgmt	For		For
5.2.1	Appoint Annika Paasikivi as Member of the Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	Mgmt	For		For
6	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For		For
7	Approve Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9	Designate Christoph Vaucher as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Komax Holding AG

**Meeting Date:** 17/04/2024

**Country:** Switzerland

**Ticker:** KOMN

**Record Date:** 10/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H4614U113

**Shares Voted:** 7,350

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

## Komax Holding AG

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

## Gurit Holding AG

**Meeting Date:** 18/04/2024

**Country:** Switzerland

**Ticker:** GURN

**Record Date:** 20/03/2024

**Meeting Type:** Annual

**Primary Security ID:** H3420V182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 0.35 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Elect Philippe Royer as Director and Board Chair	Mgmt	For		For
4.2.1	Reelect Stefan Breitenstein as Director	Mgmt	For		For
4.2.2	Reelect Bettina Gerharz-Kalte as Director	Mgmt	For		For
4.2.3	Reelect Nick Huber as Director	Mgmt	For		For
4.2.4	Reelect Andreas Evertz as Director	Mgmt	For		For
4.3.1	Reappoint Bettina Gerharz-Kalte as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	Mgmt	For		Against
4.4	Designate Brunner Knobel Rechtsanwaelte as Independent Proxy	Mgmt	For		For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5	Approve Creation of Capital Band within the Upper Limit of CHF 23.6 Million and the Lower Limit of CHF 23.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
6	Approve Sustainability Report	Mgmt	For		Against
7	Approve Remuneration Report	Mgmt	For		For
8	Approve Fixed Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For		For
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2024 - June 30, 2025	Mgmt	For		For

## Gurit Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.2 Million for the Period Jan. 1, 2024 - Dec. 31, 2024	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

## Nestle SA

**Meeting Date:** 18/04/2024      **Country:** Switzerland      **Ticker:** NESN  
**Record Date:** 11/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H57312649

Shares Voted: 116,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For		For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For		For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For		Against
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For		For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For		For
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For		For
4.1.f	Reelect Dick Boer as Director	Mgmt	For		For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For		For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For		For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For		For
4.1.j	Reelect Chris Leong as Director	Mgmt	For		For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For		For

## Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.l	Reelect Rainer Blair as Director	Mgmt	For		For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For		For
4.2	Elect Geraldine Matchett as Director	Mgmt	For		For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For		Against
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
	Shareholder Proposal	Mgmt			
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against		For
	Management Proposal	Mgmt			
8	Transact Other Business (Voting)	Mgmt	Against		Against

## Siegfried Holding AG

**Meeting Date:** 18/04/2024

**Country:** Switzerland

**Ticker:** SFZN

**Record Date:** 12/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H75942153

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2.1	Approve CHF 16.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.60 per Share	Mgmt	For		For
2.2	Approve Creation of Capital Band within the Upper Limit of CHF 54.6 Million and the Lower Limit of CHF 49.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
3	Approve Creation of CHF 2.5 Million Pool of Conditional Capital for Employee Equity Plans	Mgmt	For		For
4	Approve Discharge of Board of Directors	Mgmt	For		For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For		For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Mgmt	For		For
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For		Against
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For		For
6.1.2	Reelect Elodie Carr-Cingari as Director	Mgmt	For		For
6.1.3	Reelect Isabelle Welton as Director	Mgmt	For		For
6.1.4	Reelect Wolfram Carius as Director	Mgmt	For		For
6.1.5	Reelect Andreas Casutt as Director	Mgmt	For		For
6.1.6	Reelect Martin Schmid as Director	Mgmt	For		For

## Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.7	Reelect Beat Walti as Director	Mgmt	For		For
6.2	Reelect Andreas Casutt as Board Chair	Mgmt	For		For
6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For		For
6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		For
6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For		For
7	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Abstain

## Tecan Group AG

**Meeting Date:** 18/04/2024      **Country:** Switzerland      **Ticker:** TECN  
**Record Date:** 04/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H84774167

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3.1	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For		For
3.2	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Amend Corporate Purpose	Mgmt	For		For
5.2	Amend Articles of Association	Mgmt	For		For
5.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
5.4	Approve Increase in Size of Board to Eight Members	Mgmt	For		For
5.5	Amend Articles of Association	Mgmt	For		For

## Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Monica Manotas as Director	Mgmt	For		For
7.1	Reelect Lukas Braunschweiler as Director	Mgmt	For		For
7.2	Reelect Myra Eskes as Director	Mgmt	For		For
7.3	Reelect Oliver Fetzer as Director	Mgmt	For		For
7.4	Reelect Matthias Gillner as Director	Mgmt	For		For
7.5	Reelect Karen Huebscher as Director	Mgmt	For		For
7.6	Reelect Christa Kreuzburg as Director	Mgmt	For		For
7.7	Reelect Daniel Marshak as Director	Mgmt	For		For
8	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For		For
9.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For		For
9.2	Reappoint Oliver Fetzer as Member of the Compensation Committee	Mgmt	For		Against
9.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For		Against
9.4	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For		Against
10	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
12.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
12.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For		For
12.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For		Against
13	Transact Other Business (Voting)	Mgmt	For		Against

## Allreal Holding AG

**Meeting Date:** 19/04/2024

**Country:** Switzerland

**Ticker:** ALLN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H0151D100



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income and Ordinary Dividends of CHF 3.50 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Ralph-Thomas Honegger as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Philipp Gmuer as Director	Mgmt	For		For
4.1.3	Reelect Andrea Sieber as Director	Mgmt	For		For
4.1.4	Reelect Peter Spuhler as Director	Mgmt	For		For
4.1.5	Reelect Olivier Steimer as Director	Mgmt	For		For
4.1.6	Reelect Thomas Stenz as Director	Mgmt	For		For
4.1.7	Reelect Juerg Stoeckli as Director	Mgmt	For		For
4.1.8	Reelect Anja Guelpa as Director	Mgmt	For		For
4.2.1	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3	Designate Andre Weber as Independent Proxy	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For		For

## Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2024	Mgmt	For		For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2024, if Item 6.2 is Approved	Mgmt	For		Against
5.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2025, if Item 6.2 is Approved	Mgmt	For		For
5.6	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million for Fiscal Year 2025, if Item 6.2 is Approved	Mgmt	For		Against
5.7	Approve Remuneration Report	Mgmt	For		For
6.1	Change Location of Registered Office/Headquarters to Opfikon, Switzerland	Mgmt	For		For
6.2	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For		Against
6.3	Amend Articles Re: Exclusion of Subscription Rights	Mgmt	For		For
6.4	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For		Against
7	Transact Other Business (Voting)	Mgmt	For		Against

## COMET Holding AG

**Meeting Date:** 19/04/2024

**Country:** Switzerland

**Ticker:** COTN

**Record Date:** 11/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H15586151

**Shares Voted:** 5,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 1.00 per Share	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		Against

# COMET 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
5.1	Reelect Paul Boudre as Director	Mgmt	For		For
5.2	Elect Paul Boudre as Board Chair	Mgmt	For		For
5.3	Reelect Mariel Hoch as Director	Mgmt	For		For
5.4	Reelect Patrick Jany as Director	Mgmt	For		For
5.5	Reelect Heinz Kundert as Director	Mgmt	For		For
5.6	Reelect Irene Lee as Director	Mgmt	For		For
5.7	Reelect Edeltraud Leibrock as Director	Mgmt	For		For
5.8	Elect Benjamin Loh as Director	Mgmt	For		For
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2	Appoint Heinz Kundert as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Appoint Benjamin Loh as Member of the Nomination and Compensation Committee	Mgmt	For		For
7	Designate HuettelLAW AG as Independent Proxy	Mgmt	For		For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
9.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For		For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2025 under the Long-Term Incentive Plan	Mgmt	For		For
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 328,787 for Fiscal Year 2023 under the Short-Term Incentive Plan	Mgmt	For		For
9.5	Approve Remuneration Report	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

**Meeting Date:** 19/04/2024

**Country:** Switzerland

**Ticker:** TXGN

**Record Date:** 11/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H84391103

**Shares Voted:** 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 6.20 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Pietro Supino as Director and Board Chair	Mgmt	For		Against
4.1.2	Reelect Martin Kall as Director	Mgmt	For		Against
4.1.3	Reelect Pascale Bruderer as Director	Mgmt	For		For
4.1.4	Reelect Stephanie Caspar as Director	Mgmt	For		For
4.1.5	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For		For
4.1.6	Reelect Sverre Munck as Director	Mgmt	For		For
4.1.7	Reelect Konstantin Richter as Director	Mgmt	For		For
4.2.1	Reappoint Martin Kall as Member of the Compensation Committee	Mgmt	For		Against
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For		Against
4.2.3	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For		Against
4.3	Designate Gabriela Wyss as Independent Proxy	Mgmt	For		For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For		Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 418,783	Mgmt	For		Against

## TX Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Amend Corporate Purpose	Mgmt	For		For
6.2	Amend Articles Re: Shares and Share Register; Board of Directors; Compensation	Mgmt	For		For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
6.4	Amend Articles Re: Editorial Changes	Mgmt	For		For
7	Approve Non-Financial Report	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Abstain

## BKW AG

**Meeting Date:** 22/04/2024

**Country:** Switzerland

**Ticker:** BKW

**Record Date:** 05/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H10053108

**Shares Voted:** 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	Mgmt	For		For
5.1.1	Reelect Carole Ackermann as Director	Mgmt	For		For
5.1.2	Reelect Roger Baillod as Director	Mgmt	For		For
5.1.3	Reelect Petra Denk as Director	Mgmt	For		For
5.1.4	Reelect Rebecca Guntern as Director	Mgmt	For		For
5.1.5	Reelect Martin a Porta as Director	Mgmt	For		For

# BKW AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.6	Reelect Kurt Schaer as Director	Mgmt	For		For
5.2	Reelect Roger Baillod as Board Chair	Mgmt	For		For
5.3.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.3.2	Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.4	Designate Andreas Byland as Independent Proxy	Mgmt	For		For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

# Flughafen Zuerich AG

Meeting Date: 22/04/2024

Country: Switzerland

Ticker: FHZN

Record Date: 15/04/2024

Meeting Type: Annual

Primary Security ID: H26552135

Shares Voted: 2,000

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
4	Approve Non-Financial Report	Mgmt	For		Against
5	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
6	Approve Discharge of Board of Directors	Mgmt	For		For
7.1	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For		For
7.2	Approve Dividends of CHF 1.30 per Share from Capital Contribution Reserves	Mgmt	For		For

# Flughafen Zuerich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For		For
9.1.1	Reelect Guglielmo Brentel as Director	Mgmt	For		For
9.1.2	Reelect Josef Felder as Director	Mgmt	For		For
9.1.3	Reelect Stephan Gemkow as Director	Mgmt	For		For
9.1.4	Reelect Corine Mauch as Director	Mgmt	For		For
9.1.5	Reelect Claudia Pletscher as Director	Mgmt	For		For
9.2	Reelect Josef Felder as Board Chair	Mgmt	For		For
9.3.1	Reappoint Vincent Albers as Member of the Nomination and Compensation Committee	Mgmt	For		For
9.3.2	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	Mgmt	For		For
9.3.3	Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Mgmt	For		For
9.3.4	Reappoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	Mgmt	For		For
9.4	Designate Marianne Sieger as Independent Proxy	Mgmt	For		For
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
10.1	Additional Voting Instructions - General Additions and Amendments	Mgmt	None		Against
10.2	Additional Voting Instructions - Convocation of an Extraordinary General Meeting	Mgmt	None		Against
10.3	Additional Voting Instructions - Execution of a Special Audit	Mgmt	None		Against

## SIG Group AG

**Meeting Date:** 23/04/2024

**Country:** Switzerland

**Ticker:** SIGN

**Record Date:** 12/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H76406117

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income	Mgmt	For		For
5	Approve Dividends of CHF 0.48 per Share from Capital Contribution Reserves	Mgmt	For		For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For		Against
7.1.1	Reelect Andreas Umbach as Director	Mgmt	For		For
7.1.2	Reelect Werner Bauer as Director	Mgmt	For		For
7.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For		For
7.1.4	Reelect Mariel Hoch as Director	Mgmt	For		For
7.1.5	Reelect Florence Jeantet as Director	Mgmt	For		For
7.1.6	Reelect Laurens Last as Director	Mgmt	For		For
7.1.7	Reelect Abdallah al Obeikan as Director	Mgmt	For		For
7.1.8	Reelect Martine Snels as Director	Mgmt	For		For
7.1.9	Reelect Matthias Waehren as Director	Mgmt	For		For
7.2	Elect Thomas Dittrich as Director	Mgmt	For		For
7.3	Reelect Andreas Umbach as Board Chair	Mgmt	For		For
7.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For		For
7.4.2	Reappoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For		For



## SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4.3	Appoint Werner Bauer as Member of the Compensation Committee	Mgmt	For		For
8	Designate Keller AG as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Bachem Holding AG

**Meeting Date:** 24/04/2024

**Country:** Switzerland

**Ticker:** BANB

**Record Date:** 15/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H04002145

**Shares Voted:** 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Sustainability Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 0.40 per Share and CHF 0.40 per Share from Capital Contribution Reserves	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For		For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For		For
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	For		Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For		For
5.3	Reelect Helma Wennemers as Director	Mgmt	For		For
5.4	Reelect Steffen Lang as Director	Mgmt	For		For
5.5	Reelect Alex Faessler as Director	Mgmt	For		For

## Bachem Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For		Against
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For		For
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Mgmt	For		Against
7	Ratify MAZARS SA as Auditors	Mgmt	For		For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

## Cembra Money Bank AG

Meeting Date: 24/04/2024

Country: Switzerland

Ticker: CMBN

Record Date:

Meeting Type: Annual

Primary Security ID: H1329L107

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.1	Reelect Franco Morra as Director	Mgmt	For		For
5.1.2	Reelect Marc Berg as Director	Mgmt	For		For
5.1.3	Reelect Thomas Buess as Director	Mgmt	For		For
5.1.4	Reelect Susanne Kloess-Braekler as Director	Mgmt	For		For
5.1.5	Reelect Monica Maechler as Director	Mgmt	For		For
5.2	Elect Sandra Hauser as Director	Mgmt	For		For
5.3	Reelect Franco Morra as Board Chair	Mgmt	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
5.4.2	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.4.3	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For		For
5.6	Ratify KPMG AG as Auditors	Mgmt	For		For
6	Approve Creation of CHF 4.2 Million Pool of Conversion Capital without Preemptive Rights	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For		For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

## SFS Group AG

**Meeting Date:** 24/04/2024      **Country:** Switzerland      **Ticker:** SFSN  
**Record Date:** 10/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H7482F118

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Sustainability Report	Mgmt	For		For
3.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
3.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For		For
3.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For		For

## SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	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
6.1	Reelect Peter Bauschatz as Director	Mgmt	For		For
6.2	Reelect Nick Huber as Director	Mgmt	For		For
6.3	Reelect Urs Kaufmann as Director	Mgmt	For		For
6.4	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For		Against
6.5	Reelect Manuela Suter as Director	Mgmt	For		For
6.6	Reelect Fabian Tschan as Director	Mgmt	For		For
6.7	Reelect Joerg Walther as Director	Mgmt	For		For
6.8	Elect Tanja Birner as Director	Mgmt	For		For
7.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Mgmt	For		Against
8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

## UBS Group AG

**Meeting Date:** 24/04/2024

**Country:** Switzerland

**Ticker:** UBSG

**Record Date:** 17/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H42097107

**Shares Voted:** 25,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For		Against
3	Approve Sustainability Report	Mgmt	For		Against
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For		For
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For		Against
6	Approve Discharge of Board and Senior Management	Mgmt	For		For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For		For
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For		For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For		For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For		For
7.5	Reelect William Dudley as Director	Mgmt	For		For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For		For
7.7	Reelect Fred Hu as Director	Mgmt	For		For
7.8	Reelect Mark Hughes as Director	Mgmt	For		For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For		For
7.10	Reelect Julie Richardson as Director	Mgmt	For		For
7.11	Reelect Jeanette Wong as Director	Mgmt	For		For
7.12	Elect Gail Kelly as Director	Mgmt	For		For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For		For
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For		For
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For		For
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For		Against
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For		Against

## UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For		Against
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For		Against
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For		For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
10.3	Ratify BDO AG as Special Auditors	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	None		Against

## Kardex Holding AG

**Meeting Date:** 25/04/2024

**Country:** Switzerland

**Ticker:** KARN

**Record Date:** 17/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H44577189

**Shares Voted:** 8,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For		For
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For		Against
4.1.3	Reelect Andreas Haerberli as Director	Mgmt	For		For
4.1.4	Reelect Jennifer Maag as Director	Mgmt	For		For
4.1.5	Reelect Maria Vacalli as Director	Mgmt	For		For
4.1.6	Reelect Felix Thoeni as Director	Mgmt	For		For

## Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Reelect Felix Thoeni as Board Chair	Mgmt	For		For
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For		For
4.3.2	Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For		For
4.3.3	Appoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Mgmt	For		Against
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For		For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

## Interroll Holding AG

**Meeting Date:** 03/05/2024

**Country:** Switzerland

**Ticker:** INRN

**Record Date:** 19/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H4247Q117

**Shares Voted:** 540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 32.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Approve Remuneration Report	Mgmt	For		For
4.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For		Against

## Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For		For
5.2	Reelect Stefano Mercurio as Director	Mgmt	For		For
5.3	Reelect Ingo Specht as Director	Mgmt	For		Against
5.4	Reelect Elena Cortona as Director	Mgmt	For		For
5.5	Reelect Markus Asch as Director	Mgmt	For		For
5.6	Reelect Susanne Schreiber as Director	Mgmt	For		For
6.1	Reappoint Markus Asch as Member of the Compensation Committee	Mgmt	For		For
6.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8	Designate Francesco Adami as Independent Proxy	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

## Interroll Holding AG

**Meeting Date:** 03/05/2024

**Country:** Switzerland

**Ticker:** INRN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H4247Q117

**Shares Voted:** 540

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

## Accelleron Industries AG

**Meeting Date:** 07/05/2024

**Country:** Switzerland

**Ticker:** ACLN

**Record Date:** 26/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H0029X106

**Shares Voted:** 15,000

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



# Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	Mgmt	For		For
6.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For		For
6.1.3	Reelect Monika Kruesi as Director	Mgmt	For		For
6.1.4	Reelect Stefano Pampalone as Director	Mgmt	For		For
6.1.5	Reelect Gabriele Sons as Director	Mgmt	For		For
6.1.6	Reelect Detlef Trefzger as Director	Mgmt	For		For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For		For
6.4	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	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
8.2	Amend Articles of Association	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

## Accelleron Industries AG

Meeting Date: 07/05/2024

Country: Switzerland

Ticker: ACLN

Record Date:

Meeting Type: Annual

Primary Security ID: H0029X106

Shares Voted: 15,000

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

## DSM-Firmenich AG

Meeting Date: 07/05/2024

Country: Switzerland

Ticker: DSFIR

Record Date: 23/04/2024

Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		
1.2	Approve Sustainability Report	Mgmt	For		
2	Approve Discharge of Board and Senior Management	Mgmt	For		
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For		
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For		
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For		
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For		
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For		
4.1.e	Reelect Erica Mann as Director	Mgmt	For		
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For		
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For		
4.1.h	Reelect Andre Pometta as Director	Mgmt	For		
4.1.i	Reelect John Ramsay as Director	Mgmt	For		
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For		
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For		

## DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For		
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For		
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For		
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For		
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For		
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For		
5.3	Approve Remuneration Report	Mgmt	For		
6	Ratify KPMG as Auditors	Mgmt	For		
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For		
8	Transact Other Business (Voting)	Mgmt	For		

## DSM-Firmenich AG

**Meeting Date:** 07/05/2024      **Country:** Switzerland      **Ticker:** DSFIR  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H0245V108

Shares Voted: 0

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

## Medacta Group SA

**Meeting Date:** 07/05/2024      **Country:** Switzerland      **Ticker:** MOVE  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H7251B108

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
1.3	Approve Remuneration Report	Mgmt	For		Against
2.1	Approve Allocation of Income and Dividends of CHF 0.28 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 0.28 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Alberto Siccardi as Director	Mgmt	For		Against
4.2	Reelect Maria Siccardi Tonolli as Director	Mgmt	For		Against
4.3	Reelect Victor Balli as Director	Mgmt	For		For
4.4	Reelect Riccardo Braglia as Director	Mgmt	For		For
4.5	Reelect Philippe Weber as Director	Mgmt	For		For
5	Reelect Alberto Siccardi as Board Chair	Mgmt	For		Against
6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	Mgmt	For		Against
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Mgmt	For		Against
7	Designate Fulvio Pelli as Independent Proxy	Mgmt	For		For
8	Ratify Deloitte SA as Auditors	Mgmt	For		For
9.1.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
9.1.2	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Mgmt	For		Against
9.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For		For

## Medacta Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For		Against
9.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Medacta Group SA

**Meeting Date:** 07/05/2024      **Country:** Switzerland      **Ticker:** MOVE  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H7251B108

Shares Voted: 6,000

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

## Alcon Inc.

**Meeting Date:** 08/05/2024      **Country:** Switzerland      **Ticker:** ALC  
**Record Date:** 22/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H01301128

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	For		For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For		Against
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For		For

## Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For		Against
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For		For
6.2	Reelect Lynn Bleil as Director	Mgmt	For		For
6.3	Reelect Raquel Bono as Director	Mgmt	For		For
6.4	Reelect Arthur Cummings as Director	Mgmt	For		For
6.5	Reelect David Endicott as Director	Mgmt	For		Against
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For		For
6.7	Reelect Keith Grossman as Director	Mgmt	For		For
6.8	Reelect Scott Maw as Director	Mgmt	For		For
6.9	Reelect Karen May as Director	Mgmt	For		For
6.10	Reelect Ines Poeschel as Director	Mgmt	For		For
6.11	Reelect Dieter Spaelti as Director	Mgmt	For		For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For		For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For		For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Alcon Inc.

**Meeting Date:** 08/05/2024

**Country:** Switzerland

**Ticker:** ALC

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H01301128

## Alcon Inc.

Shares Voted: 13,000

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

## Holcim Ltd.

Meeting Date: 08/05/2024

Country: Switzerland

Ticker: HOLN

Record Date: 29/04/2024

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
1.3	Approve Non-Financial Report	Mgmt	For		For
1.4	Approve Climate Report	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income	Mgmt	For		For
3.2	Approve Dividends of CHF 2.80 per Share from Capital Contribution Reserves	Mgmt	For		For
4.1.1	Reelect Jan Jenisch as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Philippe Block as Director	Mgmt	For		For
4.1.3	Reelect Kim Fausing as Director	Mgmt	For		For
4.1.4	Reelect Leanne Geale as Director	Mgmt	For		For
4.1.5	Reelect Naina Kidwai as Director	Mgmt	For		For
4.1.6	Reelect Ilias Laeber as Director	Mgmt	For		For
4.1.7	Reelect Juerg Oleas as Director	Mgmt	For		For
4.1.8	Reelect Claudia Ramirez as Director	Mgmt	For		For
4.1.9	Reelect Hanne Sorensen as Director	Mgmt	For		For
4.2.1	Elect Catrin Hinkel as Director	Mgmt	For		For
4.2.2	Elect Michael McGarry as Director	Mgmt	For		For

## Holcim Ltd.

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

## Holcim Ltd.

**Meeting Date:** 08/05/2024      **Country:** Switzerland      **Ticker:** HOLN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H3816Q102

**Shares Voted:** 8,500

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

## Kuehne + Nagel International AG

**Meeting Date:** 08/05/2024      **Country:** Switzerland      **Ticker:** KNIN  
**Record Date:** 02/05/2024      **Meeting Type:** Annual  
**Primary Security ID:** H4673L145



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For		For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For		Against
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	For		Against
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For		Against
4.1.5	Reelect Hauke Stars as Director	Mgmt	For		Against
4.1.6	Reelect Martin Wittig as Director	Mgmt	For		For
4.1.7	Reelect Joerg Wolle as Director	Mgmt	For		Against
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	For		For
4.2.2	Elect Dominik de Daniel as Director	Mgmt	For		For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For		Against
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For		Against
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For		Against
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For		Against
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For		For
4.6	Ratify KPMG AG as Auditors	Mgmt	For		For
5	Approve Sustainability Report	Mgmt	For		Against
6	Approve Remuneration Report	Mgmt	For		Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For		Against
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For		Against

## Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
9.1	Amend Corporate Purpose	Mgmt	For		For
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For		For
9.3	Amend Articles of Association	Mgmt	For		For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

## Kuehne + Nagel International AG

**Meeting Date:** 08/05/2024      **Country:** Switzerland      **Ticker:** KNIN  
**Record Date:**                      **Meeting Type:** Annual  
**Primary Security ID:** H4673L145

Shares Voted: 11,050

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

## Lonza Group AG

**Meeting Date:** 08/05/2024      **Country:** Switzerland      **Ticker:** LONN  
**Record Date:** 23/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H50524133

Shares Voted: 7,250

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

# Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For		For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For		For
6.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For		For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For		For
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For		For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For		For
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For		For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For		For
6.2	Elect Jean-Marc Huet as Director	Mgmt	For		For
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For		For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For		For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For		Against
8	Designate ThomannFischer as Independent Proxy	Mgmt	For		For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For		For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For		For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

## Lonza Group AG

**Meeting Date:** 08/05/2024

**Country:** Switzerland

**Ticker:** LONN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H50524133

**Shares Voted:** 7,250

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

## Sensirion Holding AG

**Meeting Date:** 13/05/2024

**Country:** Switzerland

**Ticker:** SENS

**Record Date:** 02/05/2024

**Meeting Type:** Annual

**Primary Security ID:** H7448F129

**Shares Voted:** 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Moritz Lechner as Director and Board Co-Chair	Mgmt	For		For
4.1.2	Reelect Felix Mayer as Director and Board Co-Chair	Mgmt	For		For
4.1.3	Reelect Ricarda Demarmels as Director	Mgmt	For		For
4.1.4	Reelect Anja Koenig as Director	Mgmt	For		For
4.1.5	Reelect Franz Studer as Director	Mgmt	For		Against
4.1.6	Elect Henri Mrejen as Director	Mgmt	For		Against
4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Mgmt	For		Against
4.2.3	Appoint Anja Koenig as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3	Ratify KPMG AG as Auditors	Mgmt	For		For

## Sensirion Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Designate Keller AG as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 950,000	Mgmt	For		Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 75,933	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

## Sensirion Holding AG

**Meeting Date:** 13/05/2024      **Country:** Switzerland      **Ticker:** SENS  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H7448F129

**Shares Voted:** 5,300

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

## VAT Group AG

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

**Shares Voted:** 7,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2.1	Approve Allocation of Income	Mgmt	For		For
2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For		For

# VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For		For
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For		For
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For		For
4.1.5	Reelect Libo Zhang as Director	Mgmt	For		For
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For		For
4.1.7	Reelect Petra Denk as Director	Mgmt	For		For
4.1.8	Elect Thomas Piliszczuk as Director	Mgmt	For		For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For		For
5	Designate Roger Foehn as Independent Proxy	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration Report	Mgmt	For		For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For		For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For		For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2025	Mgmt	For		For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2024 AGM to 2025 AGM	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

## VAT Group AG

**Meeting Date:** 14/05/2024

**Country:** Switzerland

**Ticker:** VACN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H90508104

**Shares Voted:** 7,500

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

## Swiss Life Holding AG

**Meeting Date:** 15/05/2024

**Country:** Switzerland

**Ticker:** SLHN

**Record Date:** 08/05/2024

**Meeting Type:** Annual

**Primary Security ID:** H8404J162

**Shares Voted:** 3,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For		For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	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
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For		Against
5.2	Reelect Thomas Buess as Director	Mgmt	For		For
5.3	Reelect Monika Buetler as Director	Mgmt	For		For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For		For
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	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
5.7	Reelect Stefan Locker as Director	Mgmt	For		For
5.8	Reelect Severin Moser as Director	Mgmt	For		For
5.9	Reelect Henry Peter as Director	Mgmt	For		Against
5.10	Reelect Martin Schmid as Director	Mgmt	For		For
5.11	Reelect Franziska Sauber as Director	Mgmt	For		Against
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For		For
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For		Against
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For		For
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
8	Amend Articles of Association	Mgmt	For		For
9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

## Swiss Life Holding AG

**Meeting Date:** 15/05/2024

**Country:** Switzerland

**Ticker:** SLHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8404J162

**Shares Voted:** 3,750

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



# Partners Group Holding AG

Meeting Date: 22/05/2024

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 2,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	Mgmt	For		For
5	Approve Remuneration Report	Mgmt	For		Against
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For		Against
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For		Against
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	Mgmt	For		Against
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For		Against
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	Mgmt	For		Against
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	For		Against
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	Mgmt	For		For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For		Against
7.1.2	Reelect Marcel Erni as Director	Mgmt	For		For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For		For
7.1.4	Reelect Anne Lester as Director	Mgmt	For		For

## Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.5	Reelect Gaelle Olivier as Director	Mgmt	For		For
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	For		For
7.1.7	Reelect Flora Zhao as Director	Mgmt	For		For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For		For
7.4	Ratify KPMG AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

## Partners Group Holding AG

Meeting Date: 22/05/2024

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 2,550

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: 24/05/2024

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

Shares Voted: 5,200

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

# Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 6.30 per Share	Mgmt	For		For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For		For
4.2.1	Reelect Hans Kuenzle as Director	Mgmt	For		For
4.2.2	Reelect Rene Cotting as Director	Mgmt	For		For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For		For
4.2.4	Reelect Ivo Furrer as Director	Mgmt	For		For
4.2.5	Reelect Luigi Lubelli as Director	Mgmt	For		For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For		For
4.2.7	Reelect Andreas von Planta as Director	Mgmt	For		For
4.2.8	Reelect Regula Wallimann as Director	Mgmt	For		For
4.2.9	Reelect Yvonne Macus as Director	Mgmt	For		For
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For		For
6	Designate Advokatur & Notariat Bachmann as Independent Proxy	Mgmt	For		For
7	Ratify KPMG AG as Auditors	Mgmt	For		For

## Helvetia Holding AG

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

## Helvetia Holding AG

**Meeting Date:** 24/05/2024      **Country:** Switzerland      **Ticker:** HELN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H3701P102

Shares Voted: 5,200

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

## Sonova Holding AG

**Meeting Date:** 11/06/2024      **Country:** Switzerland      **Ticker:** SOON  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H8024W106

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For		For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For		For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For		For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For		For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For		For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For		For
4.1.7	Reelect Julie Tay as Director	Mgmt	For		For

## Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For		For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For		For
4.2	Elect Gilbert Achermann as Director	Mgmt	For		For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For		Against
6	Transact Other Business (Voting)	Mgmt	For		Against

## Sonova Holding AG

**Meeting Date:** 11/06/2024

**Country:** Switzerland

**Ticker:** SOON

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8024W106

**Shares Voted:** 10,000

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

## LEM Holding SA

**Meeting Date:** 27/06/2024

**Country:** Switzerland

**Ticker:** LEHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H48909149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 50 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 840,123	Mgmt	For		For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For		For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For		For
6.1.1	Reelect Ilan Cohen as Director	Mgmt	For		Against
6.1.2	Reelect Francois Gabella as Director	Mgmt	For		For
6.1.3	Reelect Andreas Huerlimann as Director and Board Chair	Mgmt	For		For
6.1.4	Reelect Ulrich Looser as Director	Mgmt	For		For
6.1.5	Reelect Ueli Wampfler as Director	Mgmt	For		Against
6.1.6	Reelect Werner Weber as Director	Mgmt	For		For
6.2	Elect Libo Zhang as Director	Mgmt	For		For
7.1	Reappoint Andreas Huerlimann as Member of the Nomination and Compensation Committee	Mgmt	For		Against
7.2	Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3	Appoint Werner Weber as Member of the Nomination and Compensation Committee	Mgmt	For		For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For

## LEM Holding SA

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

## LEM Holding SA

**Meeting Date:** 27/06/2024      **Country:** Switzerland      **Ticker:** LEHN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H48909149

Shares Voted: 300

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

## Burckhardt Compression Holding AG

**Meeting Date:** 05/07/2024      **Country:** Switzerland      **Ticker:** BCHN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H12013100

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 15.50 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.1	Reelect Ton Buechner as Director	Mgmt	For		For
5.1.2	Reelect Stephan Bross as Director	Mgmt	For		For
5.1.3	Reelect David Dean as Director	Mgmt	For		For
5.1.4	Reelect Maria Vacalli as Director	Mgmt	For		For
5.1.5	Reelect Kaspar Kelterborn as Director	Mgmt	For		For
5.1.6	Elect Tatiana Gillitzer as Director	Mgmt	For		For

## Burckhardt Compression Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Reelect Ton Buechner as Board Chair	Mgmt	For		For
5.3.1	Reappoint Stephan Bross as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3.2	Reappoint Maria Vacalli as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3.3	Appoint Tatiana Gillitzer as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For		For
6.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million	Mgmt	For		For
6.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
6.3	Approve Fixed Remuneration of Directors in the Amount of CHF 890,000	Mgmt	For		For
6.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

## Burckhardt Compression Holding AG

**Meeting Date:** 05/07/2024

**Country:** Switzerland

**Ticker:** BCHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H12013100

**Shares Voted:** 1,600

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

## Dottikon ES Holding AG

**Meeting Date:** 05/07/2024

**Country:** Switzerland

**Ticker:** DESN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H20416139



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		Against
3	Approve Remuneration Report	Mgmt	For		Against
4	Approve Discharge of Board and Senior Management	Mgmt	For		Against
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
6.1	Reelect Markus Blocher as Director and Board Chair	Mgmt	For		Against
6.2	Elect Pierre-Alain Ruffieux as Director and Vice Chair	Mgmt	For		For
6.3	Reelect Bernhard Urwyler as Director	Mgmt	For		For
7.1	Reappoint Markus Blocher as Member of the Compensation Committee	Mgmt	For		Against
7.2	Appoint Pierre-Alain Ruffieux as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	Mgmt	For		For
8	Approve Remuneration of Directors in the Amount of CHF 200,000	Mgmt	For		For
9	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For		For
10	Ratifyr KPMG AG as Auditors	Mgmt	For		For
11	Designate Michael Wicki as Independent Proxy	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

## Dottikon ES Holding AG

**Meeting Date:** 05/07/2024

**Country:** Switzerland

**Ticker:** DESN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H20416139

## Dottikon ES Holding AG

Shares Voted: 2,500

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

## EMS-Chemie Holding AG

Meeting Date: 10/08/2024

Country: Switzerland

Ticker: EMSN

Record Date:

Meeting Type: Annual

Primary Security ID: H22206199

Shares Voted: 1,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
3.2	Approve Non-Financial Report	Mgmt	For		Against
3.3.1	Approve Remuneration of Directors in the Amount of CHF 763,647	Mgmt	For		For
3.3.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For		For
4	Approve Allocation of Income and Ordinary Dividends of CHF 12.75 per Share and a Special Dividend of CHF 3.25 per Share	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6.1.1	Reelect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For		For
6.1.2	Reelect Magdalena Martullo as Director	Mgmt	For		Against
6.1.3	Reelect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For		For
6.1.4	Elect Kaspar Kelterborn as Director and Member of the Compensation Committee	Mgmt	For		For
6.2	Ratify BDO AG as Auditors	Mgmt	For		For
6.3	Designate Robert Daepfen as Independent Proxy	Mgmt	For		For

## EMS-Chemie Holding AG

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

## EMS-Chemie Holding AG

**Meeting Date:** 10/08/2024      **Country:** Switzerland      **Ticker:** EMSN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H22206199

Shares Voted: 1,325

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

## Logitech International S.A.

**Meeting Date:** 04/09/2024      **Country:** Switzerland      **Ticker:** LOGN  
**Record Date:** 29/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** H50430232

Shares Voted: 37,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Approve Remuneration Report	Mgmt	For		Against
4	Approve Non-Financial Report	Mgmt	For		For
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For		For
6	Approve Discharge of Board and Senior Management	Mgmt	For		For
	Elections to the Board of Directors	Mgmt			
7A	Elect Director Wendy Becker	Mgmt	For		For
7B	Elect Director Edouard Bugnion	Mgmt	For		For
7C	Elect Director Guy Gecht	Mgmt	For		For
7D	Elect Director Christopher Jones	Mgmt	For		For
7E	Elect Director Marjorie Lao	Mgmt	For		For

## Logitech International S.A.

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

## Logitech International S.A.

**Meeting Date:** 04/09/2024

**Country:** Switzerland

**Ticker:** LOGN

**Record Date:** 29/08/2024

**Meeting Type:** Annual

**Primary Security ID:** H50430232

# Logitech International S.A.

Shares Voted: 37,000

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

## Compagnie Financiere Richemont SA

Meeting Date: 11/09/2024

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.75 per Registered A Share and CHF 0.275 per Registered B Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For		For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For		For
5.2	Reelect Josua Malherbe as Director	Mgmt	For		Against
5.3	Reelect Nikesh Arora as Director	Mgmt	For		For
5.4	Reelect Clay Brendish as Director	Mgmt	For		Against
5.5	Reelect Fiona Druckenmiller as Director	Mgmt	For		For
5.6	Reelect Burkhardt Grund as Director	Mgmt	For		Against
5.7	Reelect Keyu Jin as Director	Mgmt	For		Against

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Reelect Jerome Lambert as Director	Mgmt	For		Against
5.9	Reelect Wendy Luhabe as Director	Mgmt	For		For
5.10	Reelect Jeff Moss as Director	Mgmt	For		For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For		For
5.12	Reelect Maria Ramos as Director	Mgmt	For		For
5.13	Reelect Anton Rupert as Director	Mgmt	For		For
5.14	Reelect Bram Schot as Director	Mgmt	For		For
5.15	Reelect Patrick Thomas as Director	Mgmt	For		Against
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For		For
5.17	Elect Gary Saage as Director	Mgmt	For		For
5.18	Elect Nicolas Bos as Director	Mgmt	For		Against
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For		Against
6.2	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For		For
6.3	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For		Against
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For		Against
6.5	Reappoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For		For
6.6	Appoint Bram Schot as Member of the Compensation Committee	Mgmt	For		For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		Against
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For		For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.5 Million	Mgmt	For		Against
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 15.5 Million	Mgmt	For		Against

## Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

## Compagnie Financiere Richemont SA

**Meeting Date:** 11/09/2024

**Country:** Switzerland

**Ticker:** CFR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H25662182

**Shares Voted:** 9,000

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