

VOTE SUMMARY REPORT

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

ABB Ltd.

Meeting Date: 2023/03/23

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For
5.3	Amend Articles Re: General Meeting	Mgmt	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	Against
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	Against
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For
8.2	Reelect David Constable as Director	Mgmt	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	Against
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	Against
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	Against
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Accelleron Industries AG

Meeting Date: 2023/05/09

Country: Switzerland

Meeting Type: Annual

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

Accelleron Industries AG

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

Addex Therapeutics Ltd.

Meeting Date: 2023/05/31

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Treatment of Net Loss	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Reelect Vincent Lawton as Director and Board Chair	Mgmt	For	Against
5.2	Reelect Raymond Hill as Director	Mgmt	For	For
5.3	Reelect Timothy Dyer as Director	Mgmt	For	For
5.4	Reelect Roger Mills as Director	Mgmt	For	For
5.5	Reelect Jake Nunn as Director	Mgmt	For	For
5.6	Reelect Isaac Manke as Director	Mgmt	For	For
6.1	Reappoint Vincent Lawton as Member of the Compensation Committee	Mgmt	For	Against
6.2	Reappoint Raymond Hill as Member of the Compensation Committee	Mgmt	For	For
7	Ratify BDO SA as Auditors	Mgmt	For	For
8	Designate Robert Briner as Independent Proxy	Mgmt	For	For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against

Addex Therapeutics Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2	Approve Creation of CHF 16.7 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Mgmt	For	Against
9.3	Amend Articles Re: Loans to Members of the Board of Directors and the Executive Committee	Mgmt	For	Against
9.4	Amend Articles Re: Annulment of the Opting-Out Clause	Mgmt	For	For
10.1a	Approve Remuneration of Directors in the Amount of CHF 183,206 for the Period from 2022 AGM to the 2023 AGM	Mgmt	For	Against
10.1b	Approve Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM to the 2024 AGM	Mgmt	For	For
10.2a	Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2022	Mgmt	For	Against
10.2b	Approve Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Addex Therapeutics Ltd.

Meeting Date: 2023/12/19

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Increase in the Capital Band Upper Limit to CHF 2.7 Million	Mgmt	For	
2	Approve Creation of 891,172.48 Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Mgmt	For	
3	Transact Other Business (Voting)	Mgmt	For	

Adecco Group AG

Meeting Date: 2023/04/12

Country: Switzerland

Meeting Type: Annual

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

Adval Tech Holding AG

Meeting Date: 2023/05/11

Country: Switzerland

Meeting Type: Annual

Adval Tech Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
5.1	Approve Remuneration Report	Mgmt	For	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 370,000	Mgmt	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Mgmt	For	For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 96,423	Mgmt	For	For
6.1.1	Reelect Rene Rothen as Director	Mgmt	For	Against
6.1.2	Reelect Hans Dreier as Director	Mgmt	For	Against
6.1.3	Reelect Juerg Schori as Director	Mgmt	For	Against
6.1.4	Elect Christoph Hammer as Director	Mgmt	For	Against
6.2	Reelect Rene Rothen as Board Chair	Mgmt	For	Against
6.3.1	Reappoint Juerg Schori as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.3.2	Appoint Christoph Hammer as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.4	Designate Muntwyler von May as Independent Proxy	Mgmt	For	For
6.5	Ratify Deloitte AG as Auditors	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Airesis AG

Meeting Date: 2023/06/12

Country: Switzerland

Meeting Type: Annual

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

Airesis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Discharge of Board of Directors	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 250,000	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	Against
4.3	Approve Remuneration Report	Mgmt	For	Against
5.1.1	Reelect Marc-Henri Beausire as Director	Mgmt	For	Against
5.1.2	Reelect Pierre Duboux as Director	Mgmt	For	Against
5.1.3	Reelect Laurent Jaquenoud as Director	Mgmt	For	Against
5.1.4	Reelect Dominique Lustenberger as Director	Mgmt	For	Against
5.2	Reelect Marc-Henri Beausire as Board Chair	Mgmt	For	Against
5.3.1	Reappoint Pierre Duboux as Member of the Compensation Committee	Mgmt	For	Against
5.3.2	Reappoint Laurent Jaquenoud as Member of the Compensation Committee	Mgmt	For	Against
6	Ratify Mazars Holding SA as Auditors	Mgmt	For	For
7	Designate Oriana Antonelli as Independent Proxy	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Alcon Inc.

Meeting Date: 2023/05/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3	Approve Allocation of Income and Dividends of CHF 0.21 per Share	Mgmt	For	For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
4.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	Mgmt	For	Against
5.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For
5.3	Reelect Raquel Bono as Director	Mgmt	For	For
5.4	Reelect Arthur Cummings as Director	Mgmt	For	For
5.5	Reelect David Endicott as Director	Mgmt	For	For
5.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For
5.7	Reelect Keith Grossman as Director	Mgmt	For	For
5.8	Reelect Scott Maw as Director	Mgmt	For	For
5.9	Reelect Karen May as Director	Mgmt	For	For
5.10	Reelect Ines Poeschel as Director	Mgmt	For	For
5.11	Reelect Dieter Spaelti as Director	Mgmt	For	For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	Against
6.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	Against
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	Against
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	Against
7	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For
9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For	For
9.4	Amend Articles Re: General Meetings	Mgmt	For	For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For
9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt 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	Against
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 1.1 Million	Mgmt	For	Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For
5.4	Approve Variable Remuneration for Departing Executive Committee Members in the Amount of CHF 300,000	Mgmt	For	For

Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.5	Approve Remuneration Report	Mgmt	For	Against
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.3 Million and the Lower Limit of CHF 15.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
6.3	Amend Articles of Association	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

ALSO Holding AG

Meeting Date: 2023/03/17

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 4.60 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5	Amend Articles of Association	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	Against
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.3 Million	Mgmt	For	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Mgmt	For	Against
7.1.1	Reelect Peter Athanas as Director	Mgmt	For	Against
7.1.2	Reelect Walter Droege as Director	Mgmt	For	Against
7.1.3	Reelect Frank Tanski as Director	Mgmt	For	Against
7.1.4	Reelect Ernest-W. Droege as Director	Mgmt	For	Against
7.1.5	Reelect Thomas Fuerer as Director	Mgmt	For	Against
7.1.6	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For	For

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 & 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

Aluflexpack AG

Meeting Date: 2023/05/24

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of EUR 200,000	Mgmt	For	For
5.2.1	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of EUR 1.3 Million	Mgmt	For	For
5.2.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of EUR 450,000	Mgmt	For	For
6.1	Reelect Martin Ohneberg as Director and Board Chair	Mgmt	For	For
6.2	Reelect Luis Buehler as Director	Mgmt	For	For
6.3	Reelect Christian Hosp as Director	Mgmt	For	For
6.4	Reelect Markus Vischer as Director	Mgmt	For	For
6.5	Reelect Bernd Winter as Director	Mgmt	For	For

Aluflexpack AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7.2	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.3	Reappoint Bernd Winter as Member of the Nomination and Compensation Committee	Mgmt	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For
9	Designate Keller AG as Independent Proxy	Mgmt	For	For
10.1	Amend Corporate Purpose	Mgmt	For	For
10.2	Approve Creation of Capital Band within the Upper Limit of CHF 26 Million and the Lower Limit of CHF 15.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
10.3	Amend Article Re: Location of General Meeting	Mgmt	For	For
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against
10.5	Amend Articles of Association	Mgmt	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

APG SGA SA

Meeting Date: 2023/04/27

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Auditor's Report	Mgmt		
2.1	Accept Annual Report	Mgmt	For	For
2.2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Reelect Daniel Hofer as Director	Mgmt	For	Against
5.2	Reelect Xavier Le Clef as Director	Mgmt	For	Against
5.3	Elect David Bourg as Director	Mgmt	For	Against

APG SGA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Reelect Maya Bundt as Director	Mgmt	For	Against
5.5	Reelect Jolanda Grob as Director	Mgmt	For	Against
5.6	Reelect Markus Scheidegger as Director	Mgmt	For	Against
6	Reelect Daniel Hofer as Board Chair	Mgmt	For	Against
7.1	Reappoint Jolanda Grob as Member of the Compensation Committee	Mgmt	For	Against
7.2	Reappoint Markus Scheidegger as Member of the Compensation Committee	Mgmt	For	Against
8	Approve Remuneration of Directors in the Amount of CHF 850,000	Mgmt	For	For
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For
10	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	Against
11	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
12	Designate Costin van Berchem as Independent Proxy	Mgmt	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against

Arbonia AG

Meeting Date: 2023/04/21

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3.1	Approve Allocation of Income and Dividends of CHF 0.15 per Share	Mgmt	For	For
3.2	Approve Dividends of CHF 0.15 per Share from Capital Contribution Reserves	Mgmt	For	For
4.1.1	Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.1.2	Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.3	Reelect Peter Bodmer as Director	Mgmt	For	For
4.1.4	Reelect Heinz Haller as Director and Member of the Nomination and Compensation Committee	Mgmt	For	For
4.1.5	Reelect Markus Oppliger as Director	Mgmt	For	For
4.1.6	Reelect Michael Pieper as Director	Mgmt	For	For
4.1.7	Reelect Thomas Lozser as Director	Mgmt	For	For
4.1.8	Reelect Carsten Voigtlaender as Director	Mgmt	For	For
4.2	Designate Roland Keller as Independent Proxy	Mgmt	For	For
4.3	Ratify KPMG AG as Auditors	Mgmt	For	For
5.1.1	Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 277.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
5.1.2	Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 262.8 Million with or without Exclusion of Preemptive Rights, if Item 5.1.1 is Accepted	Mgmt	For	For
5.2	Approve Creation of CHF 58 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For
5.3	Approve Creation of CHF 8.8 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For
5.4	Amend Articles Re: Electronic Communication	Mgmt	For	For
5.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
5.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
5.7	Amend Articles of Association	Mgmt	For	For
5.8	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For	Against
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
6.2	Approve Remuneration of Directors in the Amount of CHF 2.2 Million	Mgmt	For	Against
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	Against
7	Transact Other Business (Voting)	Mgmt	For	Against

Arundel AG

Meeting Date: 2023/05/30

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Approve Fixed Remuneration of Directors in the Amount of CHF 11,500	Mgmt	For	For
4.1.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 675,000	Mgmt	For	For
4.2	Approve Remuneration Report	Mgmt	For	For
5.1.1	Reelect David Quint as Director	Mgmt	For	Against
5.1.2	Reelect Ralph Beney as Director	Mgmt	For	Against
5.1.3	Reelect Markus Mueller as Director	Mgmt	For	Against
5.2	Reelect David Quint as Board Chair	Mgmt	For	Against
5.3.1	Reappoint David Quint as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.3.2	Reappoint Ralph Beney as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.3.3	Reappoint Markus Mueller as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
7	Designate Roger Groner as Independent Proxy	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Ascom Holding AG

Meeting Date: 2023/04/18

Country: Switzerland

Meeting Type: Annual

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

Ascom Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 0.20 per Share	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For
6.1.1	Reelect Valentin Rueda as Director	Mgmt	For	For
6.1.2	Reelect Nicole Tschudi as Director	Mgmt	For	For
6.1.3	Reelect Laurent Dubois as Director	Mgmt	For	For
6.1.4	Reelect Juerg Fedier as Director	Mgmt	For	For
6.1.5	Reelect Michael Reitermann as Director	Mgmt	For	For
6.1.6	Reelect Andreas Schoenenberger as Director	Mgmt	For	For
6.2	Reelect Valentin Rueda as Board Chair	Mgmt	For	For
6.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	Mgmt	For	Against
6.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	Mgmt	For	For
6.3.3	Reappoint Andreas Schoenenberger as Member of the Compensation and Nomination Committee	Mgmt	For	For
6.4	Ratify KPMG as Auditors	Mgmt	For	For
6.5	Designate Franz Mueller as Independent Proxy	Mgmt	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 19.8 Million and the Lower Limit of CHF 16.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
7.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
7.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7.4	Amend Articles of Association	Mgmt	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For
8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For
8.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For

Ascom Holding AG

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

Autoneum Holding AG

Meeting Date: 2023/03/23

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Reelect Hans-Peter Schwald as Director	Mgmt	For	Against
4.2	Reelect Liane Hirner as Director	Mgmt	For	For
4.3	Reelect Norbert Indlekofer as Director	Mgmt	For	Against
4.4	Reelect Michael Pieper as Director	Mgmt	For	Against
4.5	Reelect Oliver Streuli as Director	Mgmt	For	Against
4.6	Reelect Ferdinand Stutz as Director	Mgmt	For	Against
5	Reelect Hans-Peter Schwald as Board Chair	Mgmt	For	Against
6.1	Reappoint Norbert Indlekofer as Member of the Compensation Committee	Mgmt	For	Against
6.2	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Mgmt	For	Against
6.3	Reappoint Oliver Streuli as Member of the Compensation Committee	Mgmt	For	Against
6.4	Reappoint Ferdinand Stutz as Member of the Compensation Committee	Mgmt	For	Against
7	Ratify KPMG AG as Auditors	Mgmt	For	Against
8	Designate Ulrich Mayer as Independent Proxy	Mgmt	For	For
9	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
10	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	Against

Autoneum Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	Against
12.1	Amend Articles Re: Sustainability Clause	Mgmt	For	For
12.2	Approve Creation of CHF 350,427.20 Capital Band with Preemptive Rights in Connection with Acquisition of Borgers Group	Mgmt	For	For
12.3	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For	For
12.4	Amend Articles Re: Shareholder Rights; Remuneration of Executive Board	Mgmt	For	For
12.5	Amend Articles Re: Annulment of the Contribution in Kind and Intended Acquisition of Assets Clauses	Mgmt	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against

Bachem Holding AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 0.38 per Share and CHF 0.37 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 3.0 Million	Mgmt	For	Against
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	For	Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For	Against
5.3	Reelect Helma Wennemers as Director	Mgmt	For	Against
5.4	Reelect Steffen Lang as Director	Mgmt	For	Against
5.5	Reelect Alex Faessler as Director	Mgmt	For	Against
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For	Against

Bachem Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For	Against
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
9.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
9.2	Amend Articles Re: General Meetings	Mgmt	For	For
9.3	Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors	Mgmt	For	For
9.4	Amend Articles of Association	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Baloise Holding AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 7.40 per Share	Mgmt	For	For
4.1	Change Company Name to Baloise Holding AG	Mgmt	For	For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
4.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
4.4	Amend Articles Re: Board Meetings and Resolutions; Electronic Communication	Mgmt	For	For
4.5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For

Baloise Holding AG

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

Banque Cantonale de Geneve

Meeting Date: 2023/05/02

Country: Switzerland

Meeting Type: Annual

Banque Cantonale de Geneve

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Confirm Quorum, Elect Meeting Secretary	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 5.50 per Share and a Special Dividend Allocated to the State of Geneva	Mgmt	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For
5	Ratify Deloitte SA as Auditors	Mgmt	For	For
6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against
6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against

Banque Cantonale du Jura SA

Meeting Date: 2023/04/27

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Receive Annual Report (Non-Voting)	Mgmt		
3	Receive Auditor's Report (Non-Voting)	Mgmt		
4	Accept Financial Statements and Statutory Reports	Mgmt	For	
5	Approve Allocation of Income and Dividends	Mgmt	For	
6	Approve Discharge of Board of Directors	Mgmt	For	
7.1	Reelect Mike Jaberg as Director	Mgmt	For	
7.2	Reelect Alexandre Lechenne as Director	Mgmt	For	
7.3	Reelect Fabrice Welsch as Director	Mgmt	For	
8	Ratify KPMG SA as Auditors	Mgmt	For	
9	Transact Other Business (Voting)	Mgmt	For	

Banque Cantonale Vaudoise

Meeting Date: 2023/05/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Receive Executive Management Report (Non-Voting)	Mgmt		
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 3.80 per Share	Mgmt	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 14,296 Shares	Mgmt	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For
7	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Barry Callebaut AG

Meeting Date: 2023/12/06

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 29.00 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	Against
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	For
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For
4.1.5	Reelect Tim Minges as Director	Mgmt	For	Against
4.1.6	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For
4.1.7	Reelect Yen Tan as Director	Mgmt	For	For
4.1.8	Reelect Thomas Intrator as Director	Mgmt	For	For
4.2	Elect Mauricio Graber as Director	Mgmt	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For
4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.4.2	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.4.3	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.4.4	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For
6.3	Amend Articles Re: General Meeting	Mgmt	For	For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against
6.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings	Mgmt	For	For
6.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For

Barry Callebaut AG

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

Basilea Pharmaceutica AG

Meeting Date: 2023/04/26

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Reelect Domenico Scala as Director and Board Chair	Mgmt	For	For
4.2	Reelect Leonard Krumer as Director	Mgmt	For	For
4.3	Reelect Martin Nicklasson as Director	Mgmt	For	For
4.4	Reelect Nicole Onetto as Director	Mgmt	For	For
4.5	Elect Carole Sable as Director	Mgmt	For	For
4.6	Reelect Thomas Werner as Director	Mgmt	For	Against
5.1	Reappoint Martin Nicklasson as Member of the Compensation Committee	Mgmt	For	Against
5.2	Reappoint Nicole Onetto as Member of the Compensation Committee	Mgmt	For	Against
5.3	Reappoint Thomas Werner as Member of the Compensation Committee	Mgmt	For	Against
6.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.4 Million	Mgmt	For	Against
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For	Against
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
7.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
7.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For

Basilea Pharmaceutica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7.4	Amend Articles Re: Location of Registered Office/Headquarters	Mgmt	For	For
7.5	Amend Corporate Purpose	Mgmt	For	For
8	Approve Creation of Capital Band within the Upper Limit of CHF 14.4 Million and the Lower Limit of CHF 13.1 Million with or without Exclusion of Preemptive Rights; Approve Creation of Conditional Capital Within the Capital Band	Mgmt	For	For
9	Designate Caroline Cron as Independent Proxy	Mgmt	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

BB Biotech AG

Meeting Date: 2023/03/23

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.85 per Registered Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1	Reelect Erich Hunziker as Director and Board Chair	Mgmt	For	For
4.2	Reelect Clive Meanwell as Director	Mgmt	For	For
4.3	Reelect Laura Hamill as Director	Mgmt	For	For
4.4	Reelect Pearl Huang as Director	Mgmt	For	For
4.5	Reelect Mads Thomsen as Director	Mgmt	For	For
4.6	Reelect Thomas von Planta as Director	Mgmt	For	For
5.1	Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	Mgmt	For	For
5.2	Reappoint Mads Thomsen as Member of the Compensation and Nomination Committee	Mgmt	For	For

BB Biotech AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For
7	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For
8	Ratify Deloitte AG as Auditors	Mgmt	For	For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
9.2	Amend Articles Re: Shareholder Rights; General Meeting; Publication and Notices	Mgmt	For	For
9.3	Approve Virtual-Only Shareholder Meetings	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	For
10	Transact Other Business (Voting)	Mgmt	For	Against

BELIMO Holding AG

Meeting Date: 2023/03/27

Country: Switzerland

Meeting Type: Annual

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

BELIMO Holding AG

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

Bell Food Group AG

Meeting Date: 2023/04/18

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2.1	Approve Allocation of Income and 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 of Directors	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For
5.1	Reelect Philipp Dautzenberg as Director	Mgmt	For	For

Bell Food Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Reelect Thomas Hinderer as Director	Mgmt	For	For
5.3	Reelect Doris Leuthard as Director	Mgmt	For	For
5.4	Reelect Werner Marti as Director	Mgmt	For	For
5.5	Reelect Philipp Wyss as Director	Mgmt	For	For
5.6	Reelect Joos Sutter as Director	Mgmt	For	For
5.7	Reelect Joos Sutter as Board Chair	Mgmt	For	For
6.1	Reappoint Thomas Hinderer as Member of the Compensation Committee	Mgmt	For	For
6.2	Reappoint Philipp Wyss as Member of the Compensation Committee	Mgmt	For	For
7	Designate Andreas Flueckiger as Independent Proxy	Mgmt	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Bellevue Group AG

Meeting Date: 2023/03/21

Country: Switzerland

Meeting Type: Annual

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

Bellevue Group AG

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

Bergbahnen Engelberg-Truebsee-Titlis AG

Meeting Date: 2023/02/24

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 Omission of Dividends	Mgmt	For	For
4.1.1	Reelect Christoph Baumgartner as Director	Mgmt	For	Against
4.1.2	Reelect Dominique Gisin as Director	Mgmt	For	Against
4.1.3	Reelect Martin Odermatt as Director	Mgmt	For	Against

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.4	Reelect Markus Thumiger as Director	Mgmt	For	Against
4.1.5	Reelect Hans Wicki as Director	Mgmt	For	Against
4.1.6	Reelect Guido Zumbuehl as Director	Mgmt	For	Against
4.1.7	Reelect Patrick Zwysig as Director	Mgmt	For	Against
4.2	Elect Hans Wicki as Board Chair	Mgmt	For	Against
4.3.1	Appoint Markus Thumiger as Member of the Compensation Committee	Mgmt	For	Against
4.3.2	Appoint Hans Wicki as Member of the Compensation Committee	Mgmt	For	Against
4.3.3	Appoint Guido Zumbuehl as Member of the Compensation Committee	Mgmt	For	Against
4.4	Ratify BDO AG as Auditors	Mgmt	For	For
4.5	Designate Brigitte Scheuber as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Mgmt	For	Against
6	Transact Other Business (Voting)	Mgmt	For	Against

Berner Kantonalbank AG

Meeting Date: 2023/05/16

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 9.60 per Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4	Approve Sustainability Report (Non-Binding)	Mgmt	For	For
5.1.1	Reelect Stefan Bichsel as Director	Mgmt	For	For
5.1.2	Reelect Gilles Frote as Director	Mgmt	For	For
5.1.3	Reelect Reto Heiz as Director	Mgmt	For	For
5.1.4	Reelect Antoinette Hunziker-Ebnetter as Director	Mgmt	For	For
5.1.5	Reelect Christoph Lengwiler as Director	Mgmt	For	For

Berner Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1.6	Reelect Annelis Haemmerli as Director	Mgmt	For	For
5.1.7	Reelect Hugo Schuermann as Director	Mgmt	For	For
5.1.8	Reelect Pascal Sieber as Director	Mgmt	For	For
5.1.9	Reelect Danielle Villiger as Director	Mgmt	For	For
5.2	Elect Antoinette Hunziker-Ebnetter as Board Chair	Mgmt	For	For
5.3.1	Reappoint Gilles Frote as Member of the Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Antoinette Hunziker-Ebnetter as Member of the Compensation Committee	Mgmt	For	For
5.3.3	Reappoint Danielle Villiger as Member of the Compensation Committee	Mgmt	For	For
5.4	Designate Franziska Iseli as Independent Proxy	Mgmt	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

BKW AG

Meeting Date: 2023/05/15

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 2.80 per Share and Extraordinary Dividends of CHF 1.25 per Share	Mgmt	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For
4.2	Amend Articles Re: Application for Registration; Threshold for Convening General Meeting and Submitting Items to the Agenda; Shareholder Representation	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
4.4	Amend Articles Re: Duties of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
4.5	Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	Mgmt	For	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million	Mgmt	For	For
5.3	Approve Remuneration Report	Mgmt	For	Against
6.1.1	Reelect Carole Ackermann as Director	Mgmt	For	For
6.1.2	Reelect Roger Baillod as Director	Mgmt	For	For
6.1.3	Reelect Petra Denk as Director	Mgmt	For	For
6.1.4	Reelect Rebecca Guntern as Director	Mgmt	For	For
6.1.5	Reelect Martin a Porta as Director	Mgmt	For	For
6.1.6	Reelect Kurt Schaer as Director	Mgmt	For	For
6.2	Reelect Roger Baillod as Board Chair	Mgmt	For	For
6.3.1	Reappoint Roger Baillod as Member of the Compensation and Nomination Committee	Mgmt	For	Against
6.3.2	Reappoint Rebecca Guntern as Member of the Compensation and Nomination Committee	Mgmt	For	Against
6.3.3	Reappoint Andreas Rickenbacher as Member of the Compensation and Nomination Committee	Mgmt	For	Against
6.4	Designate Andreas Byland as Independent Proxy	Mgmt	For	For
6.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Bossard Holding AG

Meeting Date: 2023/04/17

Country: Switzerland

Meeting Type: Annual

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

Bucher Industries AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 13 per Share	Mgmt	For	For
4.1.1	Reelect Anita Hauser as Director	Mgmt	For	Against
4.1.2	Reelect Michael Hauser as Director	Mgmt	For	Against
4.1.3	Reelect Martin Hirzel as Director	Mgmt	For	For
4.1.4	Reelect Philip Mosimann as Director and Board Chair	Mgmt	For	Against
4.1.5	Reelect Stefan Scheiber as Director	Mgmt	For	Against
4.2	Elect Urs Kaufmann as Director	Mgmt	For	For
4.3	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	Against
4.4	Appoint Urs Kaufmann as Member of the Compensation Committee	Mgmt	For	For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For
4.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
5.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For
6.1	Approve Cancellation of Conditional Capital Authorization	Mgmt	For	For
6.2	Amend Articles of Association	Mgmt	For	For
6.3	Amend Articles Re: Editorial Changes	Mgmt	For	For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
6.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
6.6	Amend Articles Re: Additional Remuneration of Board and Senior Management	Mgmt	For	For
6.7	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 15.00 per Share	Mgmt	For	For
5.1.1	Reelect Carole Ackermann as Director	Mgmt	For	For
5.1.2	Reelect Peter Arnold as Director	Mgmt	For	For
5.1.3	Reelect Brigitte Hauser-Suess as Director	Mgmt	For	For
5.1.4	Reelect Paul-Marc Julen as Director	Mgmt	For	For
5.1.5	Reelect Christoph Ott as Director	Mgmt	For	For
5.1.6	Reelect Patrick Z'Brun as Director	Mgmt	For	For
5.2	Reelect Patrick Z'Brun as Board Chair	Mgmt	For	For
5.3.1	Appoint Patrick Z'Brun as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.2	Appoint Carole Ackermann as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.3	Appoint Peter Arnold as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4	Ratify BDO AG as Auditors	Mgmt	For	Against
5.5	Designate Chantal Carlen as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 440,000 for Fiscal Year 2023	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2023	Mgmt	For	Against
6.3	Approve Remuneration of Directors in the Amount of CHF 110,000 for the First Quarter of Fiscal Year 2024	Mgmt	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 534,450 for the First Quarter of Fiscal Year 2024	Mgmt	For	Against
7	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Transfer of CHF 12.6 Million from Legal Reserves to Free Reserves	Mgmt	For	For
2.2	Approve Allocation of Income and Dividends of CHF 12.00 per Class A Share and CHF 2.40 per Class B Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Reelect Heinz Baumgartner as Director	Mgmt	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For
4.3	Reelect Matthias Auer as Director	Mgmt	For	For
4.4	Reelect Inge Delobelle as Director	Mgmt	For	For
4.5	Reelect Urs Riedener as Director	Mgmt	For	For
4.6	Reelect Robert Spoerry as Director	Mgmt	For	For
4.7	Elect Felix Schmidheiny as Director	Mgmt	For	For
4.8	Elect Eva Zauke as Director	Mgmt	For	For
5	Reelect Heinz Baumgartner as Board Chair	Mgmt	For	For
6.1	Reappoint Urs Riedener as Member of the Compensation Committee	Mgmt	For	Against
6.2	Reappoint Robert Spoerry as Member of the Compensation Committee	Mgmt	For	For
6.3	Appoint Inge Delobelle as Member of the Compensation Committee	Mgmt	For	For
7.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	Against
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	Against
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
9	Designate Marianne Sieger as Independent Proxy	Mgmt	For	For
10.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
10.2	Amend Articles Re: Variable Remuneration	Mgmt	For	For
10.3	Amend Articles Re: Editorial Changes	Mgmt	For	For

Bystronic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.4	Amend Articles Re: Electronic Communication	Mgmt	For	For
10.5	Amend Articles of Association	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

CALIDA Holding AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.1	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For	For
1.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	Mgmt	For	For
2.1.1	Elect Felix Sulzberger as Director and Board Chair	Mgmt	For	For
2.1.2	Reelect Stefan Portmann as Director	Mgmt	For	Against
2.1.3	Reelect Laurence Bourdon-Tracol as Director	Mgmt	For	For
2.1.4	Reelect Patricia Gandji as Director	Mgmt	For	For
2.1.5	Reelect Gregor Greber as Director	Mgmt	For	For
2.1.6	Elect Allan Kellenberger as Director	Mgmt	For	For
2.1.7	Elect Eric Sibbern as Director	Mgmt	For	For
2.1.8	Elect Thomas Stoecklin as Director	Mgmt	For	For
2.2.1	Appoint Felix Sulzberger as Member of the Compensation Committee	Mgmt	For	For
2.2.2	Appoint Stefan Portmann as Member of the Compensation Committee	Mgmt	For	Against
3	Ratify KPMG AG as Auditors	Mgmt	For	Against
4	Designate Grossebacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
6.2	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For

CALIDA Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	Against
6.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For	For
7	Approve Sustainability Report (Non-Binding)	Mgmt	For	For
8.1	Amend Articles Re: Deletion of the Italian Translation of the Company Name	Mgmt	For	For
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 907,777.70 and the Lower Limit of CHF 800,161.40 with or without Exclusion of Preemptive Rights	Mgmt	For	For
8.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
8.4	Amend Articles of Association	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Carlo Gavazzi Holding AG

Meeting Date: 2023/07/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Voting Items for All Shareholders	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.40 per Registered Share and CHF 12.00 per Bearer Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1.1	Reelect Daniel Hirschi as Director	Mgmt	For	Against
4.1.2	Reelect Federico Foglia as Director	Mgmt	For	Against
4.1.3	Reelect Stefano Trovati as Director	Mgmt	For	Against
4.1.4	Elect Vittorio Rossi as Director	Mgmt	For	Against
4.2	Elect Daniel Hirschi as Board Chair	Mgmt	For	Against
	Voting Item for Holders of Bearer Shares Only	Mgmt		

Carlo Gavazzi Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3.1	Elect Yolanta de Cacqueray as Representative of Bearer Shareholders	Mgmt	For	Against
	Voting Items for All Shareholders	Mgmt		
4.3.2	Elect Yolanta de Cacqueray as Director	Mgmt	For	For
4.4.1	Reappoint Stefano Trovati as Member of the Compensation Committee	Mgmt	For	Against
4.4.2	Reappoint Federico Foglia as Member of the Compensation Committee	Mgmt	For	Against
4.4.3	Appoint Yolanta de Cacqueray as Member of the Compensation Committee	Mgmt	For	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Mgmt	For	Against
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 782,000	Mgmt	For	Against
6	Designate LEXACT AG as Independent Proxy	Mgmt	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
8.1	Amend Articles Re: Mandatory Changes to Reflect Corporate Law Reform	Mgmt	For	For
8.2	Amend Articles Re: Editorial Changes	Mgmt	For	For
8.3	Approve Conversion of Bearer Shares into Registered Shares	Mgmt	For	For
8.4	Amend Articles Re: Nominee Provision	Mgmt	For	For
8.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against
8.6	Amend Articles Re: Electronic Communication	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Cembra Money Bank AG

Meeting Date: 2023/04/21

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For

Cembra Money Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 3.95 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Joerg Behrens 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 Alexander Finn as Director	Mgmt	For	For
5.1.5	Reelect Susanne Kloess-Braekler as Director	Mgmt	For	For
5.1.6	Reelect Monica Maechler as Director	Mgmt	For	For
5.2	Elect Francesco Morra as Director	Mgmt	For	For
5.3	Elect Francesco Morra as Board Chair	Mgmt	For	For
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Mgmt	For	Against
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
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
6.5	Amend Articles of Association	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4	Approve Allocation of Income and Dividends of CHF 1,300 per Registered Share and CHF 130 per Participation Certificate	Mgmt	For	Do Not Vote
5	Approve CHF 37,600 Reduction in Share Capital and CHF 505,440 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
6.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Do Not Vote
6.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Do Not Vote
6.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Do Not Vote
6.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Do Not Vote
6.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	Do Not Vote
6.1.6	Reelect Silvio Denz as Director	Mgmt	For	Do Not Vote
6.1.7	Elect Monique Bourquin as Director	Mgmt	For	Do Not Vote
6.2.1	Appoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
6.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
6.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
6.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	Do Not Vote
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
7.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	Do Not Vote
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 20 Million	Mgmt	For	Do Not Vote

Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Amend Articles of Association	Mgmt	For	Do Not Vote
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Chubb Limited

Meeting Date: 2023/05/17

Country: Switzerland

Meeting Type: Annual

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

Chubb Limited

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

Cicor Technologies Ltd.

Meeting Date: 2023/04/18

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Remuneration of Directors in the Amount of CHF 600,000	Mgmt	For	For

Cicor Technologies Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Amend Articles Re: Editorial Changes	Mgmt	For	For
8	Approve Creation of Capital Band within the Upper Limit of CHF 40.9 Million and the Lower Limit of CHF 34.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Amend Articles Re: Exclusion of Preemptive Rights up to 20 Percent	Mgmt	For	Against
10	Amend Articles of Association	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
12.1	Reelect Daniel Frutig as Director and Board Chair	Mgmt	For	For
12.2	Reelect Konstantin Ryzhkov as Director	Mgmt	For	Against
12.3	Reelect Norma Corio as Director	Mgmt	For	Against
12.4	Reelect Denise Koopmans as Director	Mgmt	For	Against
13.1	Reappoint Daniel Frutig as Member of the Compensation Committee	Mgmt	For	For
13.2	Reappoint Konstantin Ryzhkov as Member of the Compensation Committee	Mgmt	For	Against
14	Ratify KPMG AG as Auditors	Mgmt	For	For
15	Designate Etude Athemis as Independent Proxy	Mgmt	For	For
16	Transact Other Business (Voting)	Mgmt	For	Against

Clariant AG

Meeting Date: 2023/04/04

Country: Switzerland

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	Mgmt	For	For
4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Against
4.2	Amend Articles Re: Duties of the Board of Directors	Mgmt	For	For
4.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
4.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For
4.5	Amend Articles Re: Editorial Changes	Mgmt	For	For
5.1.a	Reelect Ahmed Al Umar as Director	Mgmt	For	For
5.1.b	Reelect Guenter von Au as Director	Mgmt	For	For
5.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For	For
5.1.d	Reelect Thilo Mannhardt as Director	Mgmt	For	For
5.1.e	Reelect Geoffery Merszei as Director	Mgmt	For	For
5.1.f	Reelect Eveline Saupper as Director	Mgmt	For	For
5.1.g	Reelect Naveena Shastri as Director	Mgmt	For	For
5.1.h	Reelect Peter Steiner as Director	Mgmt	For	For
5.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For	For
5.1.j	Reelect Susanne Wamsler as Director	Mgmt	For	For
5.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For	For
5.2	Reelect Guenter von Au as Board Chair	Mgmt	For	For
5.3.1	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Naveena Shastri as Member of the Compensation Committee	Mgmt	For	For
5.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	Mgmt	For	For
5.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	Mgmt	For	For
5.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For	For
5.5	Ratify KPMG AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For	For
6.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For

Clariant AG

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

Coca-Cola HBC AG

Meeting Date: 2023/05/17

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Treatment of Net Loss	Mgmt	For	For
2.2	Approve Dividend from Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Against
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	Against
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	For
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	Against
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For	For
4.2.1	Elect George Leventis as Director	Mgmt	For	For
4.2.2	Elect Evguenia Stoitchkova as Director	Mgmt	For	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For
7	Approve UK Remuneration Report	Mgmt	For	Against
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Swiss Remuneration Report	Mgmt	For	Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	Against
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	Against
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Coltene Holding AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income	Mgmt	For	For
2.2	Approve Dividends of CHF 3.30 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Nick Huber as Director and Board Chair	Mgmt	For	Against
4.1.2	Reelect Juergen Rauch as Director	Mgmt	For	Against
4.1.3	Reelect Astrid Waser as Director	Mgmt	For	Against
4.1.4	Reelect Roland Weiger as Director	Mgmt	For	For
4.1.5	Reelect Allison Zwingenberger as Director	Mgmt	For	Against
4.1.6	Elect Matthias Altendorf as Director	Mgmt	For	Against
4.1.7	Elect Daniel Buehler as Director	Mgmt	For	Against

Coltene Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.2	Reappoint Roland Weiger as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.3	Appoint Allison Zwingenberger as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.4	Appoint Juergen Rauch as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5	Designate Michael Schoebi as Independent Proxy	Mgmt	For	For
6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
7.1	Approve Remuneration Report	Mgmt	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 676,800	Mgmt	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million	Mgmt	For	For
7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 513,900	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

COMET Holding AG

Meeting Date: 2023/04/14

Country: Switzerland

Meeting Type: Annual

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

COMET Holding AG

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

COMET Holding AG

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

Compagnie Financiere Richemont SA

Meeting Date: 2023/09/06

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
	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	For
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For
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 Guillaume Pictet as Director	Mgmt	For	Against
5.13	Reelect Maria Ramos as Director	Mgmt	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For
5.17	Elect Fiona Druckenmiller as Director	Mgmt	For	For
5.18	Elect Bram Schot as Director	Mgmt	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	Against
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	Against
6.3	Reappoint Guillaume Pictet 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	Appoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For
6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For	Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For	Against
10.1	Amend Articles Re: Registration Threshold for Nominees	Mgmt	For	For
10.2	Amend Articles Re: Restriction on Empty Voting	Mgmt	For	For
10.3	Amend Articles Re: General Meeting	Mgmt	For	Against
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Compagnie Financiere Tradition SA

Meeting Date: 2023/05/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 5.50 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4	Approve Creation of CHF 847,207.50 Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	Against
5	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
6	Approve Remuneration of Directors in the Amount of CHF 310,000	Mgmt	For	Against
7	Approve Additional Remuneration of Executive Committee in the Amount of CHF 22 Million for Fiscal Year 2022 and CHF 25 Million for Fiscal Year 2023	Mgmt	For	Against
8	Approve Remuneration of Executive Committee in the Amount of CHF 25 Million for Fiscal Year 2024	Mgmt	For	Against
9.1	Reelect Patrick Combes as Director	Mgmt	For	Against
9.2	Elect Christian Baillet as Director	Mgmt	For	Against
9.3	Reelect Alain Blanc-Brude as Director	Mgmt	For	For
9.4	Reelect Jean-Marie Descarpentries as Director	Mgmt	For	Against
9.5	Reelect Christian Goecking as Director	Mgmt	For	Against
9.6	Reelect Marco Illy as Director	Mgmt	For	For
9.7	Reelect Robert Pennone as Director	Mgmt	For	Against
9.8	Reelect Eric Solvet as Director	Mgmt	For	Against
10	Reelect Patrick Combes as Board Chair	Mgmt	For	Against
11.1	Reappoint Robert Pennone as Member of the Compensation Committee	Mgmt	For	Against
11.2	Reappoint Christian Goecking as Member of the Compensation Committee	Mgmt	For	Against
12	Reappoint Robert Pennone as Chair of the Compensation Committee	Mgmt	For	Against
13	Ratify KPMG AG as Auditors	Mgmt	For	For
14	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	For
15	Transact Other Business (Voting)	Mgmt	For	Against

CPH Chemie + Papier Holding AG

Meeting Date: 2023/03/14

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 4.50 per Share	Mgmt	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For	For
4.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
5.1.1	Reelect Kaspar Kelterborn as Director	Mgmt	For	For
5.1.2	Reelect Claudine Mollenkopf as Director	Mgmt	For	For
5.1.3	Reelect Peter Schaub as Director	Mgmt	For	For
5.1.4	Reelect Tim Talaat as Director	Mgmt	For	For
5.1.5	Reelect Manuel Werder as Director	Mgmt	For	For
5.1.6	Reelect Christian Wipf as Director	Mgmt	For	For
5.2	Reelect Peter Schaub as Board Chair	Mgmt	For	For
5.3.1	Reappoint Claudine Mollenkopf as Member of the Personnel and Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Peter Schaub as Member of the Personnel and Compensation Committee	Mgmt	For	For
5.3.3	Reappoint Tim Talaat as Member of the Personnel and Compensation Committee	Mgmt	For	For
5.3.4	Reappoint Christian Wipf as Member of the Personnel and Compensation Committee	Mgmt	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5.5	Designate Adlegem Rechtsanwaelte as Independent Proxy	Mgmt	For	For
6.1	Amend Articles of Association	Mgmt	For	For

CPH Chemie + Papier Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against
6.3	Amend Corporate Purpose	Mgmt	For	For
6.4	Amend Articles Re: Share Register	Mgmt	For	For
6.5	Amend Articles Re: Editorial Changes	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

CREALOGIX Holding AG

Meeting Date: 2023/10/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Bruno Richle as Director	Mgmt	For	Against
4.1.2	Reelect Richard Dratva as Director	Mgmt	For	Against
4.1.3	Reelect Ralph Mogenicato as Director	Mgmt	For	Against
4.1.4	Reelect Rudolf Noser as Director	Mgmt	For	For
4.1.5	Reelect Joerg Zulauf as Director	Mgmt	For	Against
4.2	Reelect Bruno Richle as Board Chair	Mgmt	For	Against
4.3.1	Reappoint Bruno Richle as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Joerg Zulauf as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.4	Ratify PriceWaterhouseCoopers AG as Auditors	Mgmt	For	For
4.5	Designate Marc Russenberger as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 330,000	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million	Mgmt	For	For

CREALOGIX Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Approve Remuneration Report	Mgmt	For	Against
6.1	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 15.2 and the Lower Limit of CHF 5.6 with or without Exclusion of Preemptive Rights	Mgmt	For	Against
7	Transact Other Business (Voting)	Mgmt	For	Against

Credit Suisse Group AG

Meeting Date: 2023/04/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter	Mgmt	For	Against
3	Approve Allocation of Income and Dividends of CHF 0.05 per Share from Capital Contribution Reserves	Mgmt	For	For
4	Approve Cancellation of Conditional and Conversion Capital Authorizations	Mgmt	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For
5.2	Amend Articles Re: Shares; Share Register; Transfer of Shares	Mgmt	For	For
5.3	Approve Creation of Capital Band within the Upper Limit of CHF 165.1 Million and the Lower Limit of CHF 155.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
5.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
5.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	Against
6	Approve Climate Strategy Report	Mgmt	For	For
7.1.a	Reelect Axel Lehmann as Director and Board Chair	Mgmt	For	For
7.1.b	Reelect Mirko Bianchi as Director	Mgmt	For	For

Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1.c	Reelect Iris Bohnet as Director	Mgmt	For	For
7.1.d	Reelect Clare Brady as Director	Mgmt	For	For
7.1.e	Reelect Christian Gellerstad as Director	Mgmt	For	For
7.1.f	Reelect Keyu Jin as Director	Mgmt	For	For
7.1.g	Reelect Shan Li as Director	Mgmt	For	For
7.1.h	Reelect Seraina Macia as Director	Mgmt	For	For
7.1.i	Reelect Blythe Masters as Director	Mgmt	For	For
7.1.j	Reelect Richard Meddings as Director	Mgmt	For	For
7.1.k	Reelect Amanda Norton as Director	Mgmt	For	For
7.1.l	Reelect Ana Pessoa as Director	Mgmt	For	For
7.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	Mgmt	For	Against
7.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Mgmt	For	Against
7.2.3	Reappoint Shan Li as Member of the Compensation Committee	Mgmt	For	Against
7.2.4	Reappoint Amanda Norton as Member of the Compensation Committee	Mgmt	For	Against
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	Against
8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million	Mgmt	For	Against
8.2.2	Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million	Mgmt	For	Against
9.1	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
9.2	Designate Keller AG as Independent Proxy	Mgmt	For	For
10.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against
10.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against

Daetwyler Holding AG

Meeting Date: 2023/03/07

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	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
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	Renominate Judith van Walsum as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	For
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For	For
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For	For
4.4	Reelect Claude Cornaz as Director	Mgmt	For	For
4.5	Reelect Juerg Fedier as Director	Mgmt	For	Against
4.6	Reelect Gabi Huber as Director	Mgmt	For	Against
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	Reelect Judith van Walsum as Director	Mgmt	For	For
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	Against
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 2.1 Million	Mgmt	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.9 Million	Mgmt	For	For

Daetwyler Holding AG

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

DKSH Holding AG

Meeting Date: 2023/03/16

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.15 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Amend Corporate Purpose	Mgmt	For	For
4.2	Approve Creation of CHF 300,000 Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For
4.3	Amend Articles Re: Shares and Share Register	Mgmt	For	For
4.4	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For	For
4.5	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For
4.6	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	Against
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	Against
6.1.1	Reelect Wolfgang Baier as Director	Mgmt	For	For
6.1.2	Reelect Jack Clemons as Director	Mgmt	For	For
6.1.3	Reelect Marco Gadola as Director	Mgmt	For	For
6.1.4	Reelect Adrian Keller as Director	Mgmt	For	For
6.1.5	Reelect Andreas Keller as Director	Mgmt	For	For
6.1.6	Reelect Annette Koehler as Director	Mgmt	For	For

DKSH Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1.7	Reelect Hans Tanner as Director	Mgmt	For	For
6.1.8	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For
6.1.9	Elect Gabriel Baertschi as Director	Mgmt	For	For
6.2	Reelect Marco Gadola as Board Chair	Mgmt	For	For
6.3.1	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.3.2	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.3.3	Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Dottikon ES Holding AG

Meeting Date: 2023/05/25

Country: Switzerland

Meeting Type: Extraordinary Shareholders

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

Dottikon ES Holding AG

Meeting Date: 2023/07/07

Country: Switzerland

Meeting Type: Annual

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

Dottikon ES Holding AG

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

DSM-Firmenich AG

Meeting Date: 2023/06/29

Country: Switzerland

Meeting Type: Extraordinary Shareholders

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

DSM-Firmenich AG

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

EFG International AG

Meeting Date: 2023/04/21

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
3	Approve CHF 200,730 Reduction in Share Capital via Cancellation of Class B Participation Certificates	Mgmt	For	For
4.1	Approve Treatment of Net Loss	Mgmt	For	For
4.2	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	Against
6.1	Approve Fixed Remuneration of Board of Directors in the Amount of CHF 4.6 Million	Mgmt	For	Against
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	Against
6.4	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	Against
7.1.a	Reelect Emmanuel Bussetil as Director	Mgmt	For	For
7.1.b	Reelect Alexander Classen as Director	Mgmt	For	For
7.1.c	Reelect Boris Collardi as Director	Mgmt	For	For
7.1.d	Reelect Roberto Isolani as Director	Mgmt	For	For
7.1.e	Reelect John Latsis as Director	Mgmt	For	For
7.1.f	Reelect Carlo Lombardini as Director	Mgmt	For	For
7.1.g	Reelect Pericles Petalas as Director	Mgmt	For	For
7.1.h	Reelect Stuart Robertson as Director	Mgmt	For	For
7.1.i	Reelect Bernd-A. von Maltzan as Director	Mgmt	For	For

EFG International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1.j	Reelect Yok Tak Amy Yip as Director	Mgmt	For	For
7.1.k	Elect Maria Leistner as Director	Mgmt	For	For
7.1.l	Elect Philip Lofts as Director	Mgmt	For	For
7.2	Elect Alexander Classe as Board Chair	Mgmt	For	Against
8.1.1	Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Mgmt	For	Against
8.1.2	Reappoint Bernd-A. von Maltzan as Member of the Compensation and Nomination Committee	Mgmt	For	Against
8.1.3	Appoint Alexander Classen as Member of the Compensation and Nomination Committee	Mgmt	For	For
8.1.4	Appoint Boris Collardi as Member of the Compensation and Nomination Committee	Mgmt	For	Against
8.1.5	Appoint Roberto Isolani as Member of the Compensation and Nomination Committee	Mgmt	For	Against
9	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	For
10	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
11.1	Approve Creation of Capital Band within the Upper Limit of CHF 199.2 Million and the Lower Limit of CHF 106.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
11.2	Amend Articles Re: Conditional Capital	Mgmt	For	For
11.3	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
11.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
11.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings; Editorial Changes	Mgmt	For	For
11.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Elma Electronic AG

Meeting Date: 2023/04/13

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Virtual-Only Shareholder Meetings, if Item 1.3 is Accepted	Mgmt	For	For
1.2	Amend Articles Re: Electronic Communication, if Item 1.3 is Accepted	Mgmt	For	For
1.3	Amend Articles of Association	Mgmt	For	For
2.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 2.00 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 350,000	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	For
6.1	Reelect Martin Wipfli as Director	Mgmt	For	Against
6.2	Reelect Walter Haeusermann as Director	Mgmt	For	Against
6.3	Reelect Peter Hotz as Director	Mgmt	For	Against
6.4	Reelect Fred Ruegg as Director	Mgmt	For	Against
6.5	Reelect Bruno Cathomen as Director	Mgmt	For	For
6.6	Reelect Martin Wipfli as Board Chair	Mgmt	For	Against
7.1	Reappoint Fred Ruegg as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7.2	Appoint Bruno Cathomen as Member of the Nomination and Compensation Committee	Mgmt	For	For
8	Designate MLL Meyerlustenberger Lachenal Froriep AG as Independent Proxy	Mgmt	For	For
9	Ratify BDO AG as Auditors	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board of Directors	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 14.50 per Share	Mgmt	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For
4.2	Approve Fixed Remuneration of the Agricultural Council in the Amount of CHF 40,000	Mgmt	For	For
4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.2 Million	Mgmt	For	For
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	Against
5.1.1	Reelect Monique Bourquin as Director	Mgmt	For	For
5.1.2	Reelect Dominik Buergy as Director	Mgmt	For	For
5.1.3	Reelect Thomas Grueter as Director	Mgmt	For	For
5.1.4	Reelect Christina Johansson as Director	Mgmt	For	For
5.1.5	Reelect Hubert Muff as Director	Mgmt	For	For
5.1.6	Reelect Diana Strebel as Director	Mgmt	For	For
5.1.7	Reelect Werner Weiss as Director	Mgmt	For	For
5.2.1	Elect Urs Riedener as Director and Board Chair	Mgmt	For	For
5.2.2	Elect Nadja Lang as Director	Mgmt	For	For
5.3.1	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee	Mgmt	For	Against
5.3.3	Appoint Urs Riedener as Member of the Personnel and Compensation Committee	Mgmt	For	Against
6	Ratify KPMG AG as Auditors	Mgmt	For	For
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For	For
8.1	Amend Articles of Association	Mgmt	For	For
8.2	Approve Virtual-Only Shareholder Meetings, if Item 8.1 is Accepted	Mgmt	For	For

Emmi AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Amend Articles Re: Variable Remuneration of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee, if Item 8.1 is Accepted	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

EMS-Chemie Holding AG

Meeting Date: 2023/08/12

Country: Switzerland

Meeting Type: Annual

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

EMS-Chemie Holding AG

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

Evolva Holding SA

Meeting Date: 2023/04/18

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4	Approve Treatment of Net Loss	Mgmt	For	For
5.1	Approve CHF 6.65 Ordinary Share Capital Increase without Preemptive Rights	Mgmt	For	For
5.2	Approve 250:1 Reverse Stock Split	Mgmt	For	For
5.3	Amend Articles to Reflect Changes in Conditional Capital	Mgmt	For	For
6	Approve CHF 51.6 Million Reduction in Share Capital via Reduction in Par Value	Mgmt	For	For
7.1.1	Reelect Beat In-Albon as Director	Mgmt	For	For
7.1.2	Reelect Stephan Schindler as Director	Mgmt	For	For
7.1.3	Reelect Christoph Breucker as Director	Mgmt	For	For
7.1.4	Reelect Andreas Pfluger as Director	Mgmt	For	Against
7.1.5	Reelect Andreas Weigelt as Director	Mgmt	For	Against
7.2	Elect Stephan Schindler as Board Chair	Mgmt	For	Against
7.3.1	Reappoint Christoph Breucker as Member of the Compensation Committee	Mgmt	For	Against
7.3.2	Reappoint Andreas Pfluger as Member of the Compensation Committee	Mgmt	For	Against
7.4	Ratify Mazars AG as Auditors	Mgmt	For	For
7.5	Designate Oscar Olano as Independent Proxy	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	Against
9	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	Against

Evolva Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.1	Approve Creation of Capital Band within the Upper Limit of CHF 5.4 Million and the Lower Limit of CHF 3.6 Million with or without Exclusion of Preemptive Rights, if Items 5-6 are Accepted	Mgmt	For	Against
10.2	Amend Articles of Association	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Evolva Holding SA

Meeting Date: 2023/08/24

Country: Switzerland

Meeting Type: Extraordinary Shareholders

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

Evolva Holding SA

Meeting Date: 2023/12/21

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Sale of Evolva AG to Danstar Ferment AG	Mgmt	For	
2	Approve Creation of CHF 405,000 Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	
3	Approve Dissolution of the Company, if Item 1 is Accepted	Mgmt	For	
4.1	Appoint Stephan Schindler as Liquidator, if Item 3 is Accepted	Mgmt	For	
4.2	Appoint Beat In-Albon as Liquidator, if Item 3 is Accepted	Mgmt	For	
5	Approve Delisting of Shares from SIX Swiss Exchange	Mgmt	For	
6	Transact Other Business (Voting)	Mgmt	For	

Feintool International Holding AG

Meeting Date: 2023/04/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.17 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 0.17 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	Against
5.1.1	Reelect Alexander von Witzleben as Director	Mgmt	For	Against
5.1.2	Reelect Marcus Bollig as Director	Mgmt	For	For
5.1.3	Reelect Norbert Indlekofer as Director	Mgmt	For	For
5.1.4	Reelect Heinz Loosli as Director	Mgmt	For	For
5.2	Reelect Alexander von Witzleben as Board Chair	Mgmt	For	Against
5.3.1	Reappoint Alexander von Witzleben as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.3.2	Appoint Norbert Indlekofer as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4	Designate COT Treuhand AG as Independent Proxy	Mgmt	For	For
5.5	Ratify KPMG AG as Auditors	Mgmt	For	For
6.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
6.2	Amend Corporate Purpose	Mgmt	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 176.9 Million and the Lower Limit of CHF 140.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
6.4	Amend Articles Re: Conditional Capital	Mgmt	For	For
6.5	Amend Articles of Association	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

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

Flughafen Zuerich AG

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

Forbo Holding AG

Meeting Date: 2023/03/30

Country: Switzerland

Meeting Type: Annual

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

Forbo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	Against
7.3	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For	Against
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

Fundamenta Real Estate AG

Meeting Date: 2023/04/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Andreas Spahni as Director and Board Chair	Mgmt	For	Against
5.1.2	Reelect Frederic de Boer as Director	Mgmt	For	For
5.1.3	Reelect Niels Roefs as Director	Mgmt	For	For
5.1.4	Reelect Hadrian Rosenberg as Director	Mgmt	For	For
5.1.5	Reelect Herbert Stoop as Director	Mgmt	For	For
5.2.1	Reappoint Niels Roefs as Member of the Compensation Committee	Mgmt	For	For
5.2.2	Reappoint Hadrian Rosenberg as Member of the Compensation Committee	Mgmt	For	For
5.3	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5.4	Designate Stephan Huber as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 300,000	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 250,000	Mgmt	For	For

Fundamenta Real Estate AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Approve Remuneration Report	Mgmt	For	For
7.1	Amend Articles of Association	Mgmt	For	For
7.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For
7.4	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Galenica AG

Meeting Date: 2023/05/03

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3.1	Approve Allocation of Income and Dividends of CHF 1.10 from Retained Earnings	Mgmt	For	For
3.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles Re: Duties of Board of Directors; Composition of the Board of Directors and Executive Committee	Mgmt	For	For
6.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
6.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For
7.1.1	Reelect Markus Neuhaus as Director	Mgmt	For	For
7.1.2	Elect Markus Neuhaus as Board Chair	Mgmt	For	For
7.1.3	Reelect Bertrand Jungo as Director	Mgmt	For	For

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1.4	Reelect Pascale Bruderer as Director	Mgmt	For	For
7.1.5	Reelect Judith Meier as Director	Mgmt	For	For
7.1.6	Reelect Andreas Walde as Director	Mgmt	For	For
7.1.7	Elect Solange Peters as Director	Mgmt	For	For
7.1.8	Elect Joerg Zulauf as Director	Mgmt	For	For
7.2.1	Reappoint Andreas Walde as Member of the Compensation Committee	Mgmt	For	For
7.2.2	Appoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For	For
7.2.3	Appoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For	For
7.2.4	Appoint Solange Peters 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

GAM Holding AG

Meeting Date: 2023/05/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
4.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
4.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
4.4	Approve Creation of Capital Band within the Upper Limit of CHF 8.8 Million and the Lower Limit of CHF 7.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For

GAM Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Reelect David Jacob as Director and Board Chair	Mgmt	For	For
5.2	Reelect Katia Coudray as Director	Mgmt	For	For
5.3	Reelect Jacqui Irvine as Director	Mgmt	For	For
5.4	Reelect Frank Kuhnke as Director	Mgmt	For	For
5.5	Reelect Monika Machon as Director	Mgmt	For	For
5.6	Reelect Nancy Mistretta as Director	Mgmt	For	For
6.1	Reappoint Katia Coudray as Member of the Compensation Committee	Mgmt	For	For
6.2	Reappoint Jacqui Irvine as Member of the Compensation Committee	Mgmt	For	For
6.3	Reappoint Nancy Mistretta as Member of the Compensation Committee	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For
9	Designate Tobias Rohner as Independent Proxy	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

GAM Holding AG

Meeting Date: 2023/09/27

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Rock Investment SAS	Mgmt		
1.1	Elect Antoine Spillmann as Director and Board Chair	SH	For	For
1.2	Elect Carlos Esteve as Director	SH	For	For
1.3	Elect Anthony Maarek as Director	SH	For	For
1.4	Elect Fabien Pictet as Director	SH	For	For
1.5	Elect Jeremy Smouha as Director	SH	For	For
2.1	Appoint Anthony Maarek as Member of the Compensation Committee	SH	For	For
2.2	Appoint Fabien Pictet as Member of the Compensation Committee	SH	For	For

GAM Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3	Appoint Jeremy Smouha as Member of the Compensation Committee	SH	For	For
3	Approve Creation of CHF 4 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	SH	For	For
4	Approve Increase in the Capital Band Upper Limit to CHF 12.0 Million	SH	For	For
	Management Proposals	Mgmt		
5	Transact Other Business (Voting)	Mgmt	For	Against

Garmin Ltd.

Meeting Date: 2023/06/09

Country: Switzerland

Meeting Type: Annual

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

Garmin Ltd.

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

Geberit AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1	Amend Articles of Association	Mgmt	For	For
4.2	Amend Articles Re: Editorial Changes	Mgmt	For	For
4.3	Amend Corporate Purpose	Mgmt	For	For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Amend Articles Re: Share Register and Nominees	Mgmt	For	For
4.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For
4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	Mgmt	For	For
4.7	Amend Articles Re: Board Resolutions	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
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	For
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 13 Million	Mgmt	For	For
9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Georg Fischer AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
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	Against
4.1	Amend Articles of Association	Mgmt	For	For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 4.5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For
4.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
5.1	Reelect Hubert Achermann as Director	Mgmt	For	For
5.2	Reelect Peter Hackel as Director	Mgmt	For	For
5.3	Reelect Roger Michaelis as Director	Mgmt	For	For
5.4	Reelect Eveline Saupper as Director	Mgmt	For	For
5.5	Reelect Ayano Senaha as Director	Mgmt	For	For
5.6	Reelect Yves Serra as Director	Mgmt	For	For
5.7	Elect Monica de Virgiliis as Director	Mgmt	For	For
5.8	Elect Michelle Wen as Director	Mgmt	For	For
6.1	Reelect Yves Serra as Board Chair	Mgmt	For	For
6.2.1	Reappoint Roger Michaelis as Member of the Compensation Committee	Mgmt	For	For
6.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	Against
6.2.3	Appoint Michelle Wen as Member of the Compensation Committee	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	Against
8	Approve Remuneration of Executive Committee in the Amount of CHF 11.7 Million	Mgmt	For	Against
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
10	Designate Christoph Vaucher as Independent Proxy	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

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

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	Against
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	Against
8	Transact Other Business (Voting)	Mgmt	For	Against

Glarner Kantonalbank AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration of Directors in the Amount of CHF 435,391	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 1.10 per Share	Mgmt	For	For
4	Approve Discharge of Board of Directors, Senior Management and Statutory Auditor	Mgmt	For	For
5.1	Approve Creation of Capital Band within the Upper Limit of CHF 141.8 Million and the Lower Limit of CHF 135 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
5.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
5.3	Amend Articles Re: Independent Proxy	Mgmt	For	For
5.4	Amend Articles of Association	Mgmt	For	For
6.1	Reelect Martin Leutenegger as Director and Board Chair	Mgmt	For	For
6.2	Reelect Benjamin Muehlemann as Director and Representative of the Governing Council	Mgmt	For	For
6.3	Reelect Urs Gnos as Director	Mgmt	For	For
6.4	Reelect Rudolf Staeger as Director	Mgmt	For	For
6.5	Reelect Sonja Stirnimann as Director	Mgmt	For	For
6.6	Reelect Dominic Rau as Director	Mgmt	For	For
6.7	Reelect Konrad Marti as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For

Glarner Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Designate Giuseppe Mongiovi as Independent Proxy	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Groupe Minoteries SA

Meeting Date: 2023/05/16

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Approve Minutes of May 18, 2022 AGM	Mgmt	For	For
3	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Receive Auditor's Reports (Non-Voting)	Mgmt		
5.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
5.2	Approve Allocation of Income and Dividends of CHF 15.00 per Share	Mgmt	For	For
5.3	Approve Discharge of Board and Senior Management	Mgmt	For	For
6.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against
6.2	Amend Articles of Association	Mgmt	For	Against
6.3	Amend Articles Re: Editorial Changes	Mgmt	For	Against
7.1	Approve Remuneration Report	Mgmt	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 380,000	Mgmt	For	Against
7.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Mgmt	For	Against
7.3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 550,000	Mgmt	For	Against
8.1.1	Reelect Pierre-Marcel Revaz as Director and Board Chair	Mgmt	For	Against
8.1.2	Reelect Celine Amaudruz as Director	Mgmt	For	For
8.1.3	Reelect Olivier Schucht as Director	Mgmt	For	Against
8.1.4	Reelect Emmanuel Sequin as Director	Mgmt	For	Against
8.1.5	Reelect Francois Sunier as Director	Mgmt	For	Against
8.2	Elect Karl Zeller as Director	Mgmt	For	For

Groupe Minoteries SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Reappoint Celine Amaudruz as Member of the Compensation Committee	Mgmt	For	For
9.2	Reappoint Pierre-Marcel Revaz as Member of the Compensation Committee	Mgmt	For	Against
9.3	Reappoint Emmanuel Sequin as Member of the Compensation Committee	Mgmt	For	Against
10	Designate RA Cyrille Bugnon as Independent Proxy	Mgmt	For	For
11	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Gurit Holding AG

Meeting Date: 2023/04/24

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Reelect Rudolf Hadorn as Director and Board Chair	Mgmt	For	Against
4.2.1	Reelect Stefan Breitenstein as Director	Mgmt	For	Against
4.2.2	Reelect Bettina Gerharz-Kalte as Director	Mgmt	For	Against
4.2.3	Reelect Nick Huber as Director	Mgmt	For	Against
4.2.4	Reelect Philippe Royer as Director	Mgmt	For	Against
4.2.5	Reelect Andreas Evertz as Director	Mgmt	For	Against
4.3.1	Reappoint Bettina Gerharz-Kalte as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3.3	Reappoint Rudolf Hadorn as Member of the Nomination and Compensation Committee	Mgmt	For	Against

Gurit Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3.4	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	For
5.1	Amend Articles of Association	Mgmt	For	Against
5.2	Amend Articles Re: Electronic Voting	Mgmt	For	For
5.3	Amend Articles Re: Performance-Based Remuneration of Executive Committee	Mgmt	For	For
5.4	Amend Articles Re: Electronic Communication	Mgmt	For	For
5.5	Amend Articles Re: Editorial Changes	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
7	Approve Fixed Remuneration of Directors in the Amount of CHF 920,000	Mgmt	For	Against
8	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	Against
9	Approve Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.3 Million for the Period Jan. 1, 2023 - Dec. 31, 2023	Mgmt	For	Against
10	Transact Other Business (Voting)	Mgmt	For	Against

Helvetia Holding AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 5.90 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

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2.2	Elect 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	Elect Yvonne Macus as Director	Mgmt	For	For
4.3.1	Appoint 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	Against
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 7 Million	Mgmt	For	For
6.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
6.2	Amend Articles Re: General Meetings	Mgmt	For	For
6.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
6.4	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7	Designate Advokatur & Notariat Bachmann as Independent Proxy	Mgmt	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

HIAG Immobilien Holding AG

Meeting Date: 2023/04/27

Country: Switzerland

Meeting Type: Annual

HIAG Immobilien Holding AG

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

HOCHDORF Holding AG

Meeting Date: 2023/05/10

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Amend Articles of Association	Mgmt	For	For
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against
4.3	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For	For
5.2	Approve Additional Remuneration of Executive Committee in the Amount of CHF 170,167 for Fiscal Year 2022	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2023	Mgmt	For	For
5.4	Approve Remuneration Report	Mgmt	For	Against
6.1	Reelect Juerg Oleas as Director and Board Chair	Mgmt	For	For
6.2	Reelect Andreas Herzog as Director	Mgmt	For	For
6.3	Reelect Jean-Philippe Rochat as Director	Mgmt	For	For
6.4	Reelect Ralph Siegl as Director	Mgmt	For	For
6.5	Elect Thierry Philardeau as Director	Mgmt	For	For
6.6	Elect Marjan Skotnicki-Hoogland as Director	Mgmt	For	For
7.1	Reappoint Jean-Philippe Rochat as Member of the Personnel and Compensation Committee	Mgmt	For	Against
7.2	Reappoint Juerg Oleas as Member of the Personnel and Compensation Committee	Mgmt	For	Against
7.3	Appoint Marjan Skotnicki-Hoogland as Member of the Personnel and Compensation Committee	Mgmt	For	For
8	Designate Rudolf & Bieri AG as Independent Proxy	Mgmt	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3.1	Approve Allocation of Income	Mgmt	For	For
3.2	Approve Dividends of CHF 2.50 per Share from Capital Contribution Reserves	Mgmt	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For
4.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
4.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
4.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
5.1.1	Reelect Jan Jenisch as Director and Elect as Board Chair	Mgmt	For	For
5.1.2	Reelect Philippe Block as Director	Mgmt	For	For
5.1.3	Reelect Kim Fausing as Director	Mgmt	For	For
5.1.4	Reelect Leanne Geale as Director	Mgmt	For	For
5.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For
5.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For
5.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	For
5.2.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For
5.2.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For
5.2.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Against

Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Against
5.3.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5.3.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	Against
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For	Against
7	Approve CHF 80 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
8	Approve Climate Report	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

HUBER+SUHNER AG

Meeting Date: 2023/03/29

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.10 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Reelect Urs Kaufmann as Director and Board Chair	Mgmt	For	Against
4.2	Reelect Beat Kaelin as Director	Mgmt	For	Against
4.3	Reelect Monika Buetler as Director	Mgmt	For	For
4.4	Reelect Rolf Seiffert as Director	Mgmt	For	Against
4.5	Reelect Franz Studer as Director	Mgmt	For	Against
4.6	Reelect Joerg Walther as Director	Mgmt	For	For
4.7	Elect Marina Bill as Director	Mgmt	For	For
4.8	Elect Kerstin Guenther as Director	Mgmt	For	For
5.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For	For

HUBER+SUHNER AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.3	Appoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For	For
6	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
7.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million from 2023 AGM until 2024 AGM	Mgmt	For	Against
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	Against
7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 650,000 from 2022 AGM until 2023 AGM	Mgmt	For	Against
7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2022	Mgmt	For	Against
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
9	Designate Bratschi AG as Independent Proxy	Mgmt	For	For
10.1	Amend Corporate Purpose	Mgmt	For	For
10.2	Amend Articles of Association	Mgmt	For	For
10.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
10.4	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For
10.5	Amend Articles Re: Editorial Changes	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Hypothekarbank Lenzburg AG

Meeting Date: 2023/03/18

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 115 per Share	Mgmt	For	For
3	Receive Financial Statements (Non-Voting)	Mgmt		

Hypothekarbank Lenzburg AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5	Amend Articles of Association	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 600,000	Mgmt	For	For
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 220,000	Mgmt	For	Against
6.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	For
7.1.1	Reelect Doris Schmid as Director	Mgmt	For	For
7.1.2	Reelect Gerhard Hanhart as Director	Mgmt	For	For
7.1.3	Reelect Christoph Kaeppli as Director	Mgmt	For	For
7.1.4	Reelect Marco Killer as Director	Mgmt	For	For
7.1.5	Reelect Josef Lingg as Director	Mgmt	For	For
7.1.6	Reelect Christoph Schwarz as Director	Mgmt	For	For
7.1.7	Reelect Therese Suter as Director	Mgmt	For	For
7.1.8	Reelect Thomas Wietlisbach as Director	Mgmt	For	For
7.1.9	Reelect Susanne Ziegler as Director	Mgmt	For	For
7.2	Elect Josianne Magnin as Director	Mgmt	For	For
7.3	Reelect Gerhard Hanhart as Board Chair	Mgmt	For	For
7.4.1	Reappoint Josef Lingg as Member of the Compensation and Nomination Committee	Mgmt	For	For
7.4.2	Reappoint Therese Suter as Member of the Compensation and Nomination Committee	Mgmt	For	For
7.4.3	Reappoint Thomas Wietlisbach as Member of the Compensation and Nomination Committee	Mgmt	For	For
7.5	Designate Daniela Mueller as Independent Proxy	Mgmt	For	For
7.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
8	Transact Other Business (Non-Voting)	Mgmt		

Implenia AG

Meeting Date: 2023/03/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.40 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For
5.1.1	Reelect Hans Meister as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Henner Mahlstedt as Director	Mgmt	For	For
5.1.3	Reelect Kyrre Johansen as Director	Mgmt	For	For
5.1.4	Reelect Martin Fischer as Director	Mgmt	For	For
5.1.5	Reelect Barbara Lambert as Director	Mgmt	For	For
5.1.6	Reelect Judith Bischof as Director	Mgmt	For	For
5.1.7	Elect Raymond Cron as Director	Mgmt	For	For
5.2.1	Reappoint Kyrre Johansen as Member of the Compensation Committee	Mgmt	For	Against
5.2.2	Reappoint Martin Fischer as Member of the Compensation Committee	Mgmt	For	Against
5.2.3	Appoint Raymond Cron as Member of the Compensation Committee	Mgmt	For	For
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
6.2	Amend Articles Re: Shareholder Rights; Remuneration of Executive Board; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6.3	Amend Articles of Association	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Ina Invest Holding Ltd.

Meeting Date: 2023/03/29

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
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	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 1.6 Million	Mgmt	For	For
5.1.1	Reelect Stefan Maechler as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Christoph Caviezel as Director	Mgmt	For	For
5.1.3	Reelect Hans Meister as Director	Mgmt	For	Against
5.1.4	Reelect Andre Wyss as Director	Mgmt	For	For
5.1.5	Reelect Marie-Noelle Zen-Ruffinen as Director	Mgmt	For	For
5.2.1	Reappoint Marie-Noelle Zen-Ruffinen as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.2.2	Reappoint Christoph Caviezel as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.3	Reappoint Andre Wyss as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 380,375.40 and the Lower Limit of 292,596.48 with Preemptive Rights	Mgmt	For	For
6.3	Amend Corporate Purpose	Mgmt	For	For
6.4	Amend Articles Re: Shareholder Rights; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6.5	Amend Articles of Association	Mgmt	For	For

Ina Invest Holding Ltd.

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

Inficon Holding AG

Meeting Date: 2023/03/30

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board of Directors	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 18 per Share	Mgmt	For	For
4.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	For
4.2	Reelect Vanessa Frey as Director	Mgmt	For	Against
4.3	Reelect Beat Siegrist as Director	Mgmt	For	Against
4.4	Reelect Reto Suter as Director	Mgmt	For	For
4.5	Elect Lukas Winkler as Director	Mgmt	For	Against
5.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For	Against
5.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For	For
5.3	Appoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For	Against
6	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For
10	Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For
11.1	Approve Creation of Capital Band within the Lower Limit of 95 Percent and the Upper Limit of 105 Percent of Existing Share Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
11.2	Amend Articles Re: Tokenized Shares	Mgmt	For	For
11.3	Amend Articles Re: Shareholder Rights; General Meeting; Publications and Notices	Mgmt	For	For

Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
11.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
11.6	Amend Articles Re: Editorial Changes	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Interroll Holding AG

Meeting Date: 2023/05/12

Country: Switzerland

Meeting Type: Annual

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

Interroll Holding AG

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

Intershop Holding AG

Meeting Date: 2023/03/30

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Accept Annual Financial Statements	Mgmt	For	For
1.3	Approve Allocation of Income and Ordinary Dividends of CHF 25 per Share and a Special Dividend of CHF 25 per Share	Mgmt	For	For
1.4	Approve Remuneration Report	Mgmt	For	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3.1	Approve Remuneration of Directors in the Amount of CHF 400,000	Mgmt	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	Against
4.1.1	Reelect Ernst Schaufelberger as Director	Mgmt	For	For
4.1.2	Reelect Kurt Ritz as Director	Mgmt	For	For
4.1.3	Reelect Christoph Nater as Director	Mgmt	For	Against
4.2	Reelect Ernst Schaufelberger as Board Chair	Mgmt	For	Against

Intershop Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3.1	Reappoint Ernst Schaufelberger as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Kurt Ritz as Member of the Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Christoph Nater as Member of the Compensation Committee	Mgmt	For	Against
4.4	Designate BFMS Rechtsanwaelte as Independent Proxy	Mgmt	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5	Transact Other Business (Voting)	Mgmt	For	Against

Investis Holding SA

Meeting Date: 2023/05/03

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Albert Baehny as Director	Mgmt	For	For
4.1.2	Reelect Stephane Bonvin as Director	Mgmt	For	For
4.1.3	Reelect Christian Gellerstad as Director	Mgmt	For	For
4.1.4	Reelect Thomas Vettiger as Director	Mgmt	For	Against
4.1.5	Elect Corine Blesi as Director	Mgmt	For	For
4.2	Reelect Thomas Vettiger as Board Chair	Mgmt	For	Against
4.3.1	Reappoint Albert Baehny as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Appoint Corine Blesi as Member of the Compensation Committee	Mgmt	For	For
4.4	Designate Keller AG as Independent Proxy	Mgmt	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For
5.1	Approve Remuneration Report	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For

Investis Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	For
6	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
7	Transact Other Business (Voting)	Mgmt	For	Against

IVF HARTMANN Holding AG

Meeting Date: 2023/04/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3.1	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	Against
	Shareholder Proposal	Mgmt		
3.2	Approve Dividends of CHF 5.00 per Share	SH	Against	For
	Management Proposal	Mgmt		
3.3	Approve Dividends of CHF 2.50 per Share, if Items 3.1 and 3.2 are Accepted	Mgmt	For	Against
	Shareholder Proposal	Mgmt		
3.4	Approve Special Dividend of CHF 8.00 per Share for Fiscal Years 2023-2025	SH	Against	For
	Management Proposals	Mgmt		
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Cornelia Bossicard as Director	Mgmt	For	For
5.1.2	Reelect Stefan Mueller as Director	Mgmt	For	Against
5.1.3	Reelect Stefan Grote as Director	Mgmt	For	Against
5.2.1	Elect Aldo Schellenberg as Director	Mgmt	For	Against
5.2.2	Elect Martin Walther as Director	Mgmt	For	Against
5.3	Reelect Cornelia Bossicard as Board Chair	Mgmt	For	For

IVF HARTMANN Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4.1	Reappoint Cornelia Bossicard as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4.2	Reappoint Stefan Mueller as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.4.3	Reappoint Stefan Grote as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.5	Designate Juerg Martin as Independent Proxy	Mgmt	For	For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 230,000	Mgmt	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.1 Million	Mgmt	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 320,000	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Julius Baer Gruppe AG

Meeting Date: 2023/04/13

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.6 Million from 2023 AGM Until 2024 AGM	Mgmt	For	For
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2022	Mgmt	For	For
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023	Mgmt	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.1 Million for Fiscal Year 2024	Mgmt	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For
5.1.2	Reelect Gilbert Achermann as Director	Mgmt	For	For
5.1.3	Reelect Richard Campbell-Breeden as Director	Mgmt	For	For
5.1.4	Reelect David Nicol as Director	Mgmt	For	For
5.1.5	Reelect Kathryn Shih as Director	Mgmt	For	For
5.1.6	Reelect Tomas Muina as Director	Mgmt	For	For
5.1.7	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For
5.1.8	Reelect Olga Zoutendijk as Director	Mgmt	For	For
5.2	Elect Juerg Hunziker as Director	Mgmt	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For
5.4.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4.2	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For
8	Approve CHF 155,989.20 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
9.2	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
9.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
9.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
9.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 3.50 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	For
4.1.3	Reelect Andreas Haeberli as Director	Mgmt	For	For
4.1.4	Reelect Ulrich Looser as Director	Mgmt	For	For
4.1.5	Reelect Jennifer Maag as Director	Mgmt	For	For
4.1.6	Elect Maria Vacalli as Director	Mgmt	For	For
4.1.7	Reelect Felix Thoeni as Director	Mgmt	For	For
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 Ulrich Looser as Member of the Compensation and Nomination Committee	Mgmt	For	Against
4.3.3	Appoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	For
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 1.3 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles Re: Annulment of the Opting Up Clause	Mgmt	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
6.4	Amend Articles of Association	Mgmt	For	Against
7	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.20 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 0.20 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For
5	Approve Remuneration of Executive Committee in the Amount of EUR 4.5 Million	Mgmt	For	For
6	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
7.1.1	Reelect Joerg Wolle as Director	Mgmt	For	For
7.1.2	Reelect Philipp Buhofer as Director	Mgmt	For	For
7.1.3	Reelect Michael Hilb as Director	Mgmt	For	For
7.1.4	Reelect Hans-Martin Schneeberger as Director	Mgmt	For	For
7.1.5	Reelect Kalina Scott as Director	Mgmt	For	For
7.2	Elect Jan Klingelberg as Director	Mgmt	For	For
8	Reelect Joerg Wolle as Board Chair	Mgmt	For	For
9.1.1	Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee	Mgmt	For	For
9.1.2	Reappoint Philipp Buhofer as Member of the Nomination and Compensation Committee	Mgmt	For	For
9.1.3	Reappoint Hans-Martin Schneeberger as Member of the Nomination and Compensation Committee	Mgmt	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
11	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For
12.1	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
12.2	Amend Articles Re: Duties of the Board of Directors; Board Composition and Term of Office	Mgmt	For	For

Klingelberg AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against

Komax Holding AG

Meeting Date: 2023/04/12

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 5.50 per Share	Mgmt	For	For
4.1.1	Reelect Beat Kaelin as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect David Dean as Director	Mgmt	For	For
4.1.3	Reelect Andreas Haerberli as Director	Mgmt	For	For
4.1.4	Reelect Kurt Haerri as Director	Mgmt	For	For
4.1.5	Reelect Mariel Hoch as Director	Mgmt	For	For
4.1.6	Reelect Roland Siegwart as Director	Mgmt	For	For
4.1.7	Reelect Juerg Werner as Director	Mgmt	For	For
4.2.1	Reappoint Andreas Haerberli as Member of the Compensation Committee	Mgmt	For	For
4.2.2	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For	Against
4.2.3	Reappoint Roland Siegwart as Member of the Compensation Committee	Mgmt	For	Against
4.3	Designate Tschuemperlin Loetscher Schwarz AG as Independent Proxy	Mgmt	For	For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For

Komax Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 564,666.60 and the Lower Limit of CHF 513,333.30 with or without Exclusion of Preemptive Rights	Mgmt	For	For
6.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6.3	Amend Corporate Purpose	Mgmt	For	For
6.4	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For
6.5	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Kudelski SA

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Treatment of Net Loss	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	Against
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	Mgmt	For	Against
6.1	Reelect Laurent Dassault as Director	Mgmt	For	Against
6.2	Reelect Patrick Foetisch as Director	Mgmt	For	Against
6.3	Reelect Michael Hengartner as Director	Mgmt	For	For
6.4	Reelect Andre Kudelski as Director	Mgmt	For	For
6.5	Reelect Marguerite Kudelski as Director	Mgmt	For	Against
6.6	Reelect Pierre Lescure as Director	Mgmt	For	Against
6.7	Reelect Alec Ross as Director	Mgmt	For	For
6.8	Reelect Claude Smadja as Director	Mgmt	For	Against
7	Reelect Andre Kudelski as Board Chair	Mgmt	For	Against

Kudelski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Reappoint Patrick Foetisch as Member of the Nomination and Compensation Committee	Mgmt	For	Against
8.2	Reappoint Pierre Lescure as Member of the Nomination and Compensation Committee	Mgmt	For	Against
8.3	Reappoint Alec Ross as Member of the Nomination and Compensation Committee	Mgmt	For	For
8.4	Reappoint Claude Smadja as Member of the Nomination and Compensation Committee	Mgmt	For	Against
9	Designate Olivier Colomb as Independent Proxy	Mgmt	For	For
10	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Kuehne + Nagel International AG

Meeting Date: 2023/05/09

Country: Switzerland

Meeting Type: Annual

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

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Ernst & Young AG as Auditors	Mgmt	For	For
5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
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
7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Mgmt	For	Against
8	Transact Other Business (Voting)	Mgmt	For	Against

Kuros Biosciences Ltd.

Meeting Date: 2023/05/08

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 Treatment of Net Loss	Mgmt	For	For
4.1	Reelect Clemens van Blitterswijk as Director and Board Chair	Mgmt	For	Against
4.2	Reelect Joost de Bruijn as Director	Mgmt	For	For
4.3	Reelect Scott Bruder as Director	Mgmt	For	Against
4.4	Reelect Oliver Walker as Director	Mgmt	For	Against
5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 500,000	Mgmt	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.7 Million for the Period up to June 30, 2024	Mgmt	For	For

Kuros Biosciences Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000	Mgmt	For	Against
6.4	Approve Grant of up to 1.3 Million Share Options To Executives	Mgmt	For	Against
7.1	Reappoint Oliver Walker as Member of the Compensation Committee	Mgmt	For	Against
7.2	Appoint Clemens van Blitterswijk as Member of the Compensation Committee	Mgmt	For	Against
8	Designate Keller AG as Independent Proxy	Mgmt	For	For
9.1	Approve Creation of CHF 180,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For
9.2	Approve Creation of CHF 410,682.40 Pool of Conditional Capital for Employee Equity Plans	Mgmt	For	Against
9.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against
9.4	Amend Articles Re: General Meetings	Mgmt	For	For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For
9.6	Amend Articles of Association	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Lalique Group SA

Meeting Date: 2023/05/31

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.25 per Share from Capital Contribution Reserves	Mgmt	For	For
3.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For
3.2	Approve Variable Remuneration of Directors in the Amount of CHF 90,000	Mgmt	For	Against
4.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	For

Lalique Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 380,000	Mgmt	For	Against
5	Approve Discharge of Board and Senior Management	Mgmt	For	For
6.1	Reelect Silvio Denz as Director and Board Chair	Mgmt	For	Against
6.2	Reelect Roland Weber as Director	Mgmt	For	Against
6.3	Reelect Roger von der Weid as Director	Mgmt	For	Against
6.4	Reelect Claudio Denz as Director	Mgmt	For	Against
6.5	Reelect Jan Kollros as Director	Mgmt	For	Against
6.6	Reelect Yugnesh Agrawal as Director	Mgmt	For	Against
6.7	Reelect Philippe Vidal as Director	Mgmt	For	Against
7.1	Reappoint Silvio Denz as Member of the Compensation Committee	Mgmt	For	Against
7.2	Reappoint Roland Weber as Member of the Compensation Committee	Mgmt	For	Against
7.3	Reappoint Jan Kollros as Member of the Compensation Committee	Mgmt	For	Against
8	Designate Buis Buergi AG as Independent Proxy	Mgmt	For	For
9	Ratify Deloitte AG as Auditors	Mgmt	For	For
10.1	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
10.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
10.3	Amend Articles of Association	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Landis+Gyr Group AG

Meeting Date: 2023/06/22

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Treatment of Net Loss	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Dividends of CHF 2.20 per Share from Capital Contribution Reserves	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 1.8 Million	Mgmt	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For
5.1.1	Reelect Andreas Umbach as Director	Mgmt	For	Against
5.1.2	Reelect Eric Elzvik as Director	Mgmt	For	For
5.1.3	Reelect Peter Mainz as Director	Mgmt	For	For
5.1.4	Reelect Andreas Spreiter as Director	Mgmt	For	For
5.1.5	Reelect Christina Stercken as Director	Mgmt	For	For
5.1.6	Reelect Lauren Tolson as Director	Mgmt	For	For
5.2.1	Elect Peter Bason as Director	Mgmt	For	For
5.2.2	Elect Audrey Zibelman as Director	Mgmt	For	For
5.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	Against
5.4.1	Reappoint Eric Elzvik as Member of the Compensation Committee	Mgmt	For	For
5.4.2	Reappoint Peter Mainz as Member of the Compensation Committee	Mgmt	For	For
5.4.3	Reappoint Lauren Tolson as Member of the Compensation Committee	Mgmt	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5.6	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2.1	Approve Cancellation of Authorized Capital	Mgmt	For	For
6.2.2	Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
6.3.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
6.3.2	Amend Article Re: Location of General Meeting	Mgmt	For	For
6.4	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For

Landis+Gyr Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.5	Amend Articles of Association	Mgmt	For	For
7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against
7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against

Leclanche SA

Meeting Date: 2023/06/26

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1.1	Reelect Alexander Rhea Director	Mgmt	For	Against
4.1.2	Reelect Marc Lepiece as Director	Mgmt	For	Against
4.1.3	Reelect Christophe Manset as Director	Mgmt	For	Against
4.1.4	Reelect Bernard Pons as Director	Mgmt	For	Against
4.1.5	Reelect Ali Sherwani as Director	Mgmt	For	Against
4.2	Reelect Alexander Rhea as Board Chair	Mgmt	For	Against
4.3.1	Appoint Alexander Rhea as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Christophe Manset as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3.3	Reappoint Marc Lepiece as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 600,000	Mgmt	For	Against
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For	Against
6	Designate Manuel Isler as Independent Proxy	Mgmt	For	For
7	Ratify MAZARS SA as Auditors	Mgmt	For	For
8.1	Receive Summary on Debt-to-Equity Conversion (Non-Voting)	Mgmt		

Leclanche SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.2.1	Approve CHF 4.4 Million Ordinary Share Capital Increase without Preemptive Rights via Conversion of AM St. Kitts Construction Debt	Mgmt	For	For
8.2.2	Approve CHF 9.7 Million Ordinary Share Capital Increase without Preemptive Rights via Conversion of Other Debt	Mgmt	For	For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 87.9 Million and the Lower Limit of CHF 29.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
9.2	Amend Articles Re: Conditional Capital	Mgmt	For	For
9.3	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
9.5	Amend Article Re: Location of General Meeting	Mgmt	For	For
9.6	Amend Articles Re: Qualified Majority	Mgmt	For	For
9.7	Amend Articles of Association	Mgmt	For	For
9.8	Amend Articles of Association	Mgmt	For	For
10	Approve Transfer of CHF 30.4 Million from Capital Contribution Reserves to Cover Net Loss	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

LEM Holding SA

Meeting Date: 2023/06/29

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
2	Approve Allocation of Income and Dividends of CHF 52 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 1.2 Million	Mgmt	For	For

LEM Holding SA

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

Leonteq AG

Meeting Date: 2023/03/30

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Approve Creation of Capital Band within the Upper Limit of CHF 20.8 Million and the Lower Limit of CHF 9.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
3.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
3.3	Amend Articles of Association	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 2.00 per Share and CHF 2.00 per Share from Capital Contribution Reserves	Mgmt	For	For
5.1.1	Reelect Christopher Chambers as Director	Mgmt	For	For
5.1.2	Reelect Sylvie Davidson as Director	Mgmt	For	For
5.1.3	Reelect Susana Smith as Director	Mgmt	For	For
5.1.4	Reelect Richard Laxer as Director	Mgmt	For	For
5.1.5	Reelect Philippe Le Baquer as Director	Mgmt	For	For
5.1.6	Reelect Thomas Meier as Director	Mgmt	For	For
5.1.7	Reelect Dominik Schaerer as Director	Mgmt	For	For
5.1.8	Reelect Philippe Weber as Director	Mgmt	For	For
5.2	Reelect Christopher Chambers as Board Chair	Mgmt	For	For
5.3.1	Reappoint Susana Smith as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Richard Laxer as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.3.3	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee	Mgmt	For	For
6	Ratify Deloitte AG as Auditors	Mgmt	For	For
7	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
8.1	Approve Remuneration Report	Mgmt	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For
8.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For	For
8.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For	For
8.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.2 Million	Mgmt	For	For
9	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against

Leonteq AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against

Logitech International S.A.

Meeting Date: 2023/09/13

Country: Switzerland

Meeting Type: Annual

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

Logitech International S.A.

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

Lonza Group AG

Meeting Date: 2023/05/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For

Lonza Group AG

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Remuneration of Directors in the Amount of CHF 877,043	Mgmt	For	For
2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For	For
2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 12.50 per Share	Mgmt	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
5.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6.1	Approve 1:5 Stock Split	Mgmt	For	For
6.2	Approve 27.8 Million Ordinary Share Capital Increase with Preemptive Rights	Mgmt	For	For
7.1.1	Reelect Markus Hongler as Director	Mgmt	For	For
7.1.2	Reelect Markus Hongler as Board Chair	Mgmt	For	For
7.1.3	Reappoint Markus Hongler as Member of the Personnel and Compensation Committee	Mgmt	For	For
7.2.1	Reelect Martha Scheiber as Director	Mgmt	For	For
7.2.2	Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Mgmt	For	For
7.3.1	Reelect Stefan Portmann as Director	Mgmt	For	For
7.3.2	Reappoint Stefan Portmann as Member of the Personnel and Compensation Committee	Mgmt	For	For
7.4	Reelect Andreas Dietrich as Director	Mgmt	For	For
7.5	Reelect Andreas Emmenegger as Director	Mgmt	For	For
7.6	Reelect Roger Studer as Director	Mgmt	For	For

Luzerner Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.7	Reelect Nicole Vyskocil as Director	Mgmt	For	For
7.8	Elect Erica Spiegler as Director	Mgmt	For	For
7.9	Elect Marc Glaeser as Director	Mgmt	For	For
7.10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
7.11	Designate Markus Kaufmann as Independent Proxy	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

MCH Group AG

Meeting Date: 2023/05/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Markus Breitenmoser as Director	Mgmt	For	For
4.1.2	Reelect Marco Gadola as Director	Mgmt	For	Against
4.1.3	Reelect James Murdoch as Director	Mgmt	For	For
4.1.4	Reelect Jeffrey Palker as Director	Mgmt	For	For
4.1.5	Reelect Andrea Zappia as Director and Board Chair	Mgmt	For	For
4.2.1	Reappoint Marco Gadola as Member of the Governance, Nomination and Compensation Committee	Mgmt	For	Against
4.2.2	Reappoint Jeffrey Palker as Member of the Governance, Nomination and Compensation Committee	Mgmt	For	For
4.2.3	Appoint Raphael Wyniger as Member of the Governance, Nomination and Compensation Committee	Mgmt	For	For
4.2.4	Reappoint Andrea Zappia as Member of the Governance, Nomination and Compensation Committee	Mgmt	For	For
4.3	Ratify KPMG AG as Auditors	Mgmt	For	For
4.4	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For

MCH Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 660,000	Mgmt	For	For
5.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 525,372 for Fiscal Year 2022	Mgmt	For	Against
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2024	Mgmt	For	Against
5.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 340,000 for Fiscal Year 2024	Mgmt	For	Against
6.1	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Long Term Incentive Plan	Mgmt	For	Against
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
6.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6.5	Amend Articles Re: Editorial Changes	Mgmt	For	For
7.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against
7.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against

Medacta Group SA

Meeting Date: 2023/04/27

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2.1	Approve Allocation of Income and Dividends of CHF 0.27 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 0.27 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

Medacta Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Reelect Maria Siccardi Tonolli as Director	Mgmt	For	For
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	For
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Mgmt	For	For
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 Board 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 1.2 Million	Mgmt	For	For
9.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For	For
9.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For
10.1	Amend Articles Re: Subscription Rights; Share Register	Mgmt	For	For
10.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
10.3	Amend Articles of Association	Mgmt	For	For
10.4	Amend Articles Re: Compensation of Board and Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Medartis Holding AG

Meeting Date: 2023/04/21

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	Against
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	Against
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	Against
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	Mgmt	For	Against
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 3.6 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
6.3	Amend Articles Re: General Meetings	Mgmt	For	For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against
6.5	Amend Articles Re: Duties of the Board of Directors; Board Resolutions; Size of Nomination and Compensation Committee	Mgmt	For	For
6.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7.1	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For
7.2	Reelect Thomas Straumann as Director	Mgmt	For	Against
7.3	Reelect Daniel Herren as Director	Mgmt	For	For
7.4	Reelect Willi Miesch as Director	Mgmt	For	Against
7.5	Reelect Damien Tappy as Director	Mgmt	For	For
7.6	Reelect Nadia Schmidt as Director	Mgmt	For	Against
7.7	Reelect Ciro Roemer as Director	Mgmt	For	Against
8.1	Reappoint Damien Tappy as Member of the Nomination and Compensation Committee	Mgmt	For	Against

Medartis Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.2	Reappoint Daniel Herren as Member of the Nomination and Compensation Committee	Mgmt	For	Against
8.3	Appoint Ciro Roemer as Member of the Nomination and Compensation Committee, if Item 6.5 is Rejected	Mgmt	For	For
9	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

medmix AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For
5.1	Elect Robert ten Hoedt as Director and Board Chair	Mgmt	For	Against
5.2.1	Reelect Marco Musetti as Director	Mgmt	For	For
5.2.2	Reelect Gregoire Poux-Guillaume as Director	Mgmt	For	For
5.2.3	Reelect Barbara Angehrn as Director	Mgmt	For	For
5.2.4	Reelect Rene Willi as Director	Mgmt	For	For
5.2.5	Reelect Daniel Flammer as Director	Mgmt	For	For
5.2.6	Reelect David Metzger as Director	Mgmt	For	For
6.1.1	Reappoint Barbara Angehrn as Member of the Nomination and Compensation Committee	Mgmt	For	Against

medmix AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1.2	Reappoint Rob ten Hoedt as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.2	Appoint David Metzger as Member of the Nomination and Compensation Committee	Mgmt	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
9.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	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	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Meier Tobler Group AG

Meeting Date: 2023/03/13

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 0.60 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve CHF 40,880 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
4.1	Change Location of Registered Office/Headquarters to Schwerzenbach, Switzerland	Mgmt	For	For
4.2	Amend Corporate Purpose	Mgmt	For	For
4.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
4.4	Amend Articles of Association	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For

Meier Tobler Group AG

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

Metall Zug AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Allocation of Income and Dividends of CHF 3.00 per Registered Share Series A and CHF 30.00 per Registered Share Series B	Mgmt	For	For

Metall Zug AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve CHF 675,000 Investment in the CO2-Funds as Part of the CO2-Compensating Measures	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against
5.1.a	Reelect Martin Wipfli as Director	Mgmt	For	Against
5.1.b	Reelect Dominik Berchtold as Director	Mgmt	For	For
5.1.c	Reelect Claudia Pletscher as Director	Mgmt	For	For
5.1.d	Elect Claudia Pletscher as Shareholder Representative of Series B Shares	Mgmt	For	For
5.1.e	Reelect Bernhard Eschermann as Director	Mgmt	For	For
5.2	Elect David Dean as Director	Mgmt	For	For
5.3	Reelect Martin Wipfli as Board Chair	Mgmt	For	Against
5.4.1	Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Mgmt	For	Against
5.4.2	Reappoint Bernhard Eschermann as Member of the Personnel and Compensation Committee	Mgmt	For	Against
5.5	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For
5.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	Against
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	Mgmt	For	Against
7.1	Amend Corporate Purpose	Mgmt	For	For
7.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
7.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
7.4	Amend Articles Re: Duties and Powers of the Board of Directors	Mgmt	For	For
7.5	Amend Articles Re: Duties and Powers of the Auditors	Mgmt	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee; Compensation	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3.1	Approve Dividends of CHF 0.20 per Share	Mgmt	For	For
3.2	Approve Allocation of Income	Mgmt	For	For
4.1	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
4.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
4.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
5.1.1	Reelect Paul Zumbuehl as Director	Mgmt	For	For
5.1.2	Reelect Andreas Casutt as Director	Mgmt	For	For
5.1.3	Reelect Hans-Michael Hauser as Director	Mgmt	For	For
5.1.4	Reelect Alexandra Bendler as Director	Mgmt	For	For
5.1.5	Reelect Hans-Christian Schneider as Director	Mgmt	For	For
5.2	Reelect Paul Zumbuehl as Board Chair	Mgmt	For	Against
5.3.1	Reappoint Andreas Casutt as Member of the Compensation Committee	Mgmt	For	Against
5.3.2	Appoint Hans-Christian Schneider as Member of the Compensation Committee	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 600,000	Mgmt	For	Against
6.2.1	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	Against
6.2.2	Approve Allocation of 30,185 Shares to the Executive Committee	Mgmt	For	Against
7	Designate Urs Lanz as Independent Proxy	Mgmt	For	For
8	Ratify BDO AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3.1	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For
3.2	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	Mgmt	For	For
4	Approve CHF 7,708.65 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 550,000	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For
6.1.1	Reelect Olaf Swantee as Director	Mgmt	For	For
6.1.2	Reelect Gabriela Theus as Director	Mgmt	For	For
6.1.3	Reelect Michael Haubrich as Director	Mgmt	For	For
6.1.4	Reelect Lea Sonderegger as Director	Mgmt	For	For
6.1.5	Elect Markus Bernhard as Director	Mgmt	For	For
6.2	Reelect Olaf Swantee as Board Chair	Mgmt	For	For
6.3.1	Reappoint Olaf Swantee as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.3.2	Reappoint Michael Haubrich as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.3.3	Appoint Lea Sonderegger as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.4	Designate Hodgskin Rechtsanwaelte as Independent Proxy	Mgmt	For	For
6.5	Ratify BDO AG as Auditors	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
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
4.1.1	Reelect Sabrina Contratto as Director	Mgmt	For	For
4.1.2	Reelect Daniel Crausaz as Director	Mgmt	For	For
4.1.3	Reelect Brian Fischer as Director	Mgmt	For	For
4.1.4	Reelect Bernadette Koch as Director	Mgmt	For	For
4.1.5	Reelect Stephane Maye as Director	Mgmt	For	For
4.1.6	Reelect Peter Schaub as Director and as Board Chair	Mgmt	For	For
4.1.7	Reelect Martha Scheiber as Director	Mgmt	For	For
4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.3	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3	Ratify Ernst & 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	Against
6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	Against
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	Against
7.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For

Mobimo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Amend Articles Re: Publication and Notices to Shareholders	Mgmt	For	For
7.3	Amend Articles of Association	Mgmt	For	For
7.4	Amend Articles of Association	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Molecular Partners AG

Meeting Date: 2023/04/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against
5.1	Amend Corporate Purpose	Mgmt	For	For
5.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
5.3	Amend Articles Re: Shareholder Rights; General Meetings (incl. Hybrid and Virtual Meetings); Publication and Notices	Mgmt	For	For
5.4	Amend Articles of Association	Mgmt	For	For
6.1.1	Reelect William Burns as Director	Mgmt	For	For
6.1.2	Reelect Agnete redriksen as Director	Mgmt	For	For
6.1.3	Reelect Dominik Hoechli as Director	Mgmt	For	For
6.1.4	Reelect Steven Holtzman as Director	Mgmt	For	For
6.1.5	Reelect Sandip Kapadia as Director	Mgmt	For	Against
6.1.6	Reelect Vito Palombella as Director	Mgmt	For	For
6.1.7	Reelect Michael Vasconcelles as Director	Mgmt	For	For
6.1.8	Reelect Patrick Amstutz as Director	Mgmt	For	For
6.2	Reelect William Burns as Board Chair	Mgmt	For	For
6.3.1	Reappoint William Burns as Member of the Nomination and Compensation Committee	Mgmt	For	Against

Molecular Partners AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3.2	Reappoint Steven Holtzman as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.3.3	Reappoint Michael Vasconcelles as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Designate Keller AG as Independent Proxy	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	Against
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	Against
10	Transact Other Business (Voting)	Mgmt	For	Against

Nestle SA

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3	Approve Allocation of Income and Dividends of CHF 2.95 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	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For

Nestle SA

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

Novartis AG

Meeting Date: 2023/03/07

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For
4	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For
6.1	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For	For
6.2	Amend Articles of Association	Mgmt	For	For
6.3	Amend Articles of Association	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	Against
7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Mgmt	For	Against
7.3	Approve Remuneration Report	Mgmt	For	Against
8.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For
8.11	Reelect Charles Sawyers as Director	Mgmt	For	For
8.12	Reelect William Winters as Director	Mgmt	For	For
8.13	Elect John Young as Director	Mgmt	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	Against
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	Against
9.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	Against
10	Ratify KPMG AG as Auditors	Mgmt	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For

Novartis AG

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

Novartis AG

Meeting Date: 2023/09/15 **Country:** Switzerland
Meeting Type: Extraordinary Shareholders

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

Novavest Real Estate AG

Meeting Date: 2023/03/22 **Country:** Switzerland
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Gian Lazzarini as Director	Mgmt	For	For
5.1.2	Reelect Markus Neff as Director	Mgmt	For	For
5.1.3	Reelect Stefan Hiestand as Director	Mgmt	For	For
5.1.4	Reelect Daniel Menard as Director	Mgmt	For	For
5.1.5	Reelect Floriana Scarlato as Director	Mgmt	For	For
5.2	Reelect Gian Lazzarini as Board Chair	Mgmt	For	For
5.3.1	Reappoint Markus Neff as Member of the Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Daniel Menard as Member of the Compensation Committee	Mgmt	For	For

Novavest Real Estate AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Designate jermann kuenzli rechtsanwaelte as Independent Proxy	Mgmt	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 250,000	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For
7	Approve CHF 9.6 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 1.25 per Share	Mgmt	For	For
8	Approve Cancellation of Capital Authorization	Mgmt	For	For
9.1	Amend Articles Re: Annulment of Opting Out Clause	Mgmt	For	For
9.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against
9.3	Amend Articles of Association	Mgmt	For	For
10.1	Approve Creation of CHF 35.2 Million Capital Band with Preemptive Rights, if Item 7 is Approved	Mgmt	For	For
10.2	Approve Creation of CHF 37 Million Capital Band with Preemptive Rights, if Item 7 is Rejected	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

OC Oerlikon Corp. AG

Meeting Date: 2023/03/21

Country: Switzerland

Meeting Type: Annual

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

OC Oerlikon Corp. AG

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

Orascom Development Holding AG

Meeting Date: 2023/05/09

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Approve Creation of Capital Band within the Upper Limit of CHF 448.7 Million and the Lower Limit of CHF 149.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
5.2	Amend Articles Re: Editorial Changes	Mgmt	For	For
5.3	Amend Articles Re: General Meetings	Mgmt	For	Against
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against
5.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
5.6	Amend Articles Re: Share Register	Mgmt	For	For
5.7	Amend Articles Re: Annulment of the Contribution in Kind Clause	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For
7.1.1	Reelect Naguib Sawiris as Director and Board Chair	Mgmt	For	For
7.1.2	Reelect Franz Egle as Director	Mgmt	For	For
7.1.3	Reelect Juergen Fischer as Director	Mgmt	For	For
7.1.4	Reelect Eskandar Tooma as Director	Mgmt	For	For
7.1.5	Reelect Amine Tazi-Riffi as Director	Mgmt	For	For
7.1.6	Reelect Maria Davidson as Director	Mgmt	For	For
7.2.1	Reappoint Naguib Sawiris as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.2.2	Reappoint Juergen Fischer as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.2.3	Reappoint Eskandar Tooma as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.3	Designate Barbara Wipfli as Independent Proxy	Mgmt	For	For

Orascom Development Holding AG

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

Orell Fuessli AG

Meeting Date: 2023/05/10

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Martin Folini as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Mirjana Blume as Director	Mgmt	For	For
4.1.3	Reelect Dieter Widmer as Director	Mgmt	For	For
4.1.4	Reelect Thomas Moser as Director	Mgmt	For	For
4.1.5	Reelect Luka Mueller as Director	Mgmt	For	For
4.1.6	Reelect Johannes Schaede as Director	Mgmt	For	For
4.2.1	Reappoint Martin Folini as Member of the Compensation Committee	Mgmt	For	For
4.2.2	Reappoint Thomas Moser as Member of the Compensation Committee	Mgmt	For	For
4.3	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
4.4	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
5.2	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	For
5.3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against

Orell Fuessli AG

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

ORIOR AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Elect Remo Brunschwiler as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Monika Friedli-Walser as Director	Mgmt	For	For
5.1.3	Reelect Walter Luethi as Director	Mgmt	For	For
5.1.4	Reelect Monika Schuepbach as Director	Mgmt	For	For
5.1.5	Reelect Markus Voegeli as Director	Mgmt	For	For
5.2.1	Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.2.2	Appoint Remo Brunschwiler as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.3	Reappoint Walter Luethi as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5.4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles Re: Conditional Capital	Mgmt	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 28 Million and the Lower Limit of CHF 24.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
6.5	Amend Articles of Association	Mgmt	For	Against

ORIOR AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Approve Remuneration of Directors in the Amount of CHF 610,000	Mgmt	For	For
7.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000	Mgmt	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Partners Group Holding AG

Meeting Date: 2023/05/24

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 37.00 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
4.3	Amend Articles of Association	Mgmt	For	For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
6.2	Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million	Mgmt	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million	Mgmt	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million	Mgmt	For	For
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000	Mgmt	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For
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
7.1.5	Elect Gaelle Olivier as Director	Mgmt	For	For
7.1.6	Reelect Martin Strobel as Director	Mgmt	For	For
7.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For
7.1.8	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	Reappoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Peach Property Group AG

Meeting Date: 2023/05/24

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Treatment of Net Loss	Mgmt	For	For
4.1	Approve Discharge of Board Chair Reto Garzetti	Mgmt	For	For
4.2	Approve Discharge of Director Peter Bodmer	Mgmt	For	For
4.3	Approve Discharge of Director Christian De Prati	Mgmt	For	For
4.4	Approve Discharge of Director Kurt Hardt	Mgmt	For	For
4.5	Approve Discharge of Director Klaus Schmitz	Mgmt	For	For

Peach Property Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of CEO Thomas Wolfensberger	Mgmt	For	For
4.7	Approve Discharge of CFO Thorsten Arsan	Mgmt	For	For
4.8	Approve Discharge of Head of Letting and Sales Andreas Steinbauer	Mgmt	For	For
5.1	Amend Articles Re: Conditional Capital	Mgmt	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 872.2 Million and the Lower Limit of CHF 589.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
5.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
5.4	Amend Articles Re: Board Meetings; Duties of the Board of Directors	Mgmt	For	For
5.5	Amend Articles Re: Compensation of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6	Approve CHF 599.5 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	Mgmt	For	For
7.1.1	Reelect Reto Garzetti as Director	Mgmt	For	Against
7.1.2	Reelect Peter Bodmer as Director	Mgmt	For	Against
7.1.3	Reelect Christian De Prati as Director	Mgmt	For	Against
7.1.4	Reelect Kurt Hardt as Director	Mgmt	For	Against
7.1.5	Reelect Klaus Schmitz as Director	Mgmt	For	Against
7.2	Reelect Reto Garzetti as Board Chair	Mgmt	For	Against
8.1	Reappoint Christian De Prati as Member of the Compensation Committee	Mgmt	For	Against
8.2	Reappoint Kurt Hardt as Member of the Compensation Committee	Mgmt	For	Against
8.3	Reappoint Klaus Schmitz as Member of the Compensation Committee	Mgmt	For	Against
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
10	Designate Daniel Ronzani as Independent Proxy	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of CHF 850,000	Mgmt	For	For
11.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For	For
11.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For	For

Peach Property Group AG

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

Phoenix Mecano AG

Meeting Date: 2023/05/17

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 16.50 per Share	Mgmt	For	For
4.1.1	Reelect Benedikt Goldkamp as Director and Board Chair	Mgmt	For	Against
4.1.2	Reelect Florian Ernst as Director	Mgmt	For	Against
4.1.3	Reelect Martin Furrer as Director	Mgmt	For	Against
4.1.4	Reelect Ulrich Hocker as Director	Mgmt	For	Against
4.1.5	Reelect Beat Siegrist as Director	Mgmt	For	Against
4.1.6	Elect Anna Hocker as Director	Mgmt	For	For
4.1.7	Elect Claudine de Calderon as Director	Mgmt	For	For
4.2.1	Reappoint Martin Furrer as Member of the Compensation Committee	Mgmt	For	Against
4.2.2	Reappoint Ulrich Hocker as Member of the Compensation Committee	Mgmt	For	Against
4.2.3	Reappoint Beat Siegrist as Member of the Compensation Committee	Mgmt	For	Against
4.3	Designate Hans Alder as Independent Proxy	Mgmt	For	For
4.4	Ratify BDO AG as Auditors	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	Against
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Approve Conversion of Bearer Shares into Registered Shares	Mgmt	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For

Phoenix Mecano AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Amend Articles Re: Qualified Majority for Adoption of Resolutions Regarding Articles of Association Amendments	Mgmt	For	For
6.5	Amend Articles Re: Compensation for Non-Competition Clause; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
6.6	Amend Articles of Association	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

PLAZZA AG

Meeting Date: 2023/04/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 7.00 per Category A Registered Share and of CHF 1.40 per Category B Registered Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Reelect Peter Lehmann as Director and Board Chair	Mgmt	For	For
4.2	Reelect Lauric Barbier as Director	Mgmt	For	For
4.3	Reelect Martin Byland as Director	Mgmt	For	Against
4.4	Reelect Dominik Weber as Director	Mgmt	For	Against
4.5	Reelect Felix Schmidheiny as Director	Mgmt	For	For
5.1	Reappoint Martin Byland as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.2	Reappoint Dominik Weber as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6	Ratify KPMG AG as Auditors	Mgmt	For	For
7	Designate SILK Rechtsanwaelte as Independent Proxy	Mgmt	For	For
8.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
8.2	Approve Remuneration of Board of Directors in the Amount of CHF 600,000	Mgmt	For	For

PLAZZA AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	For
9.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
9.2	Amend Articles Re: Electronic Communication	Mgmt	For	For
9.3	Amend Articles of Association	Mgmt	For	For
10.1	Additional Voting Instructions - New/Amended Proposals (Voting)	Mgmt	None	Against
10.2	Additional Voting Instructions - Counter-Proposals (Voting)	Mgmt	None	Against

PolyPeptide Group AG

Meeting Date: 2023/04/12

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3	Approve Treatment of Net Loss	Mgmt	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For
4.2	Amend Articles Re: Cancellation of Capital Authorization; Share Register	Mgmt	For	For
4.3.1	Amend Article Re: Location of General Meeting	Mgmt	For	For
4.3.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against
4.3.3	Amend Articles Re: General Meeting	Mgmt	For	For
4.4	Amend Articles of Association	Mgmt	For	For
4.5.1	Amend Articles Re: Editorial Changes	Mgmt	For	For
4.5.2	Amend Articles Re: Editorial Changes to the Opting-Out Clause	Mgmt	For	For
5.1.1	Reelect Peter Wilden as Director	Mgmt	For	For
5.1.2	Reelect Patrick Aebischer as Director	Mgmt	For	For
5.1.3	Reelect Beat In-Albon as Director	Mgmt	For	For
5.1.4	Reelect Jane Salik as Director	Mgmt	For	For
5.1.5	Reelect Erik Schropp as Director	Mgmt	For	For

PolyPeptide Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1.6	Reelect Philippe Weber as Director	Mgmt	For	For
5.2	Elect Dorothee Deuring as Director	Mgmt	For	For
5.3	Reelect Peter Wilden as Board Chair	Mgmt	For	For
5.4.1	Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	Mgmt	For	Against
5.4.2	Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	Mgmt	For	Against
5.5	Ratify BDO AG as Auditors	Mgmt	For	For
5.6	Designate ADROIT Attorneys as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	Against
6.2	Approve Remuneration of Directors in the Amount of CHF 200,000 for Consulting Services to the Company	Mgmt	For	Against
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	Against
7	Transact Other Business (Voting)	Mgmt	For	Against

PSP Swiss Property AG

Meeting Date: 2023/04/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.80 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	Against
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
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For	For

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For	Against
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
8	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For
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 Cancellation of Capital Authorization; Editorial Amendments	Mgmt	For	For
12.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For
12.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
13.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against
13.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against

RELIEF THERAPEUTICS Holding AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Amend Articles Re: Board Quorum Requirement for Public Deeds	Mgmt	For	For
1.2	Approve 400:1 Reverse Stock Split	Mgmt	For	For
1.3	Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
1.4	Approve Creation of CHF 16.7 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Mgmt	For	Against
2	Transact Other Business (Voting)	Mgmt	For	Against

RELIEF THERAPEUTICS Holding SA

Meeting Date: 2023/06/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4	Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
5	Approve Creation of CHF 26 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments; Approve Creation of CHF 2 Million Pool of Conditional Capital for Employee Incentive Plans	Mgmt	For	Against
6.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
6.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
6.3	Amend Articles Re: General Meeting	Mgmt	For	For
6.4	Amend Articles Re: Compensation of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For	Against
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	Against
7.3	Approve Remuneration Report	Mgmt	For	Against
8.1.1	Reelect Raghuram Selvaraju as Director	Mgmt	For	For
8.1.2	Reelect Thomas Plitz as Director	Mgmt	For	For
8.1.3	Reelect Patrice Jean as Director	Mgmt	For	For
8.1.4	Reelect Paolo Galfetti as Director	Mgmt	For	Against
8.1.5	Reelect Michelle Lock as Director	Mgmt	For	For
8.2	Reelect Raghuram Selvaraju as Board Chair	Mgmt	For	For
8.3.1	Appoint Raghuram Selvaraju as Member of the Nomination and Compensation Committee	Mgmt	For	Against
8.3.2	Appoint Thomas Plitz as Member of the Nomination and Compensation Committee	Mgmt	For	Against

RELIEF THERAPEUTICS Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.4	Designate Thomas Hua as Independent Proxy	Mgmt	For	For
8.5	Ratify Mazars SA as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Rieter Holding AG

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 1.50 per Share	Mgmt	For	For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
4.2	Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	Against
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	Against
5.1	Reelect Hans-Peter Schwald as Director	Mgmt	For	Against
5.2	Reelect Peter Spuhler as Director	Mgmt	For	Against
5.3	Reelect Roger Baillod as Director	Mgmt	For	Against
5.4	Reelect Bernhard Jucker as Director	Mgmt	For	Against
5.5	Reelect Carl Illi as Director	Mgmt	For	Against
5.6	Reelect Sarah Kreienbuehl as Director	Mgmt	For	Against
5.7	Reelect Daniel Grieder as Director	Mgmt	For	Against
5.8	Elect Thomas Oetterli as Director	Mgmt	For	For
6	Reelect Bernhard Jucker as Board Chair	Mgmt	For	Against
7.1	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Mgmt	For	Against
7.2	Reappoint Bernhard Jucker as Member of the Compensation Committee	Mgmt	For	Against
7.3	Reappoint Sarah Kreienbuehl as Member of the Compensation Committee	Mgmt	For	Against

Rieter Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Designate Ulrich Mayer as Independent Proxy	Mgmt	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For
10.1	Amend Corporate Purpose	Mgmt	For	For
10.2	Approve Creation of Capital Band within the Upper Limit of CHF 25.7 Million and the Lower Limit of CHF 22.2 Million with or without Exclusion of Preemptive Rights; Amend Articles Re: Waiver of Entitlement of Securities	Mgmt	For	For
10.3	Amend Articles Re: AGM Convocation; Threshold to Submit Items to the Agenda; Shareholder Representation	Mgmt	For	For
10.4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Roche Holding AG

Meeting Date: 2023/03/14

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3.1	Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022	Mgmt	For	Against
3.2	Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022	Mgmt	For	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against
5	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For	For
6.1	Elect Severin Schwan as Director and Board Chair	Mgmt	For	For
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	For
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	For
6.4	Reelect Patrick Frost as Director	Mgmt	For	For
6.5	Reelect Anita Hauser as Director	Mgmt	For	For
6.6	Reelect Richard Lifton as Director	Mgmt	For	For

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.7	Reelect Jemilah Mahmood as Director	Mgmt	For	For
6.8	Reelect Bernard Poussot as Director	Mgmt	For	For
6.9	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For
6.10	Elect Akiko Iwasaki as Director	Mgmt	For	For
6.11	Elect Mark Schneider as Director	Mgmt	For	For
6.12	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against
6.14	Reappoint Bernard Poussot as Member of the Compensation Committee	Mgmt	For	Against
6.15	Appoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against
6.16	Appoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For
7.2	Amend Articles Re: General Meeting	Mgmt	For	Against
7.3	Amend Articles of Association	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	Against
9	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	Against
10	Designate Testaris AG as Independent Proxy	Mgmt	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Santhera Pharmaceuticals Holding AG

Meeting Date: 2023/06/27

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
4.1	Approve Discharge of Board of Directors	Mgmt	For	For

Santhera Pharmaceuticals Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Senior Management	Mgmt	For	For
5.1	Approve CHF 0.09 Ordinary Share Capital Increase without Preemptive Rights	Mgmt	For	Against
5.2	Approve 10:1 Reverse Stock Split	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.9 Million and the Lower Limit of CHF 630,000 with or without Exclusion of Preemptive Rights	Mgmt	For	For
7	Approve Creation of CHF 550,000 Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For
8	Approve Creation of CHF 55,730 Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For
9.1	Reelect Thomas Meier as Director and Board Chair	Mgmt	For	For
9.2	Reelect Philipp Gutzwiller as Director	Mgmt	For	For
9.3	Elect Bradley Meyer as Director	Mgmt	For	For
9.4	Elect Otto Schwarz as Director	Mgmt	For	For
10.1	Reappoint Thomas Meier as Member of the Compensation Committee	Mgmt	For	Against
10.2	Appoint Bradley Meyer as Member of the Compensation Committee	Mgmt	For	For
11	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For
12.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For
12.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 800,000 for Fiscal Year 2022	Mgmt	For	For
12.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2023	Mgmt	For	For
13	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
14	Designate Balthasar Settelen as Independent Proxy	Mgmt	For	For
15	Transact Other Business (Voting)	Mgmt	For	Against

Schaffner Holding AG

Meeting Date: 2023/01/10

Country: Switzerland

Meeting Type: Annual

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

Schaffner Holding AG

Meeting Date: 2023/12/07

Country: Switzerland

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Discharge of Board and Senior Management	Mgmt	For	Against
2.1.1	Elect Harold Barksdale as Director	Mgmt	For	For
2.1.2	Elect Joerg Casparis as Director	Mgmt	For	For
2.1.3	Elect Christian Schmidt as Director	Mgmt	For	For
2.2	Elect Harold Barksdale as Board Chair	Mgmt	For	For
2.3.1	Appoint Joerg Casparis as Member of the Compensation Committee	Mgmt	For	For
2.3.2	Appoint Christian Schmidt as Member of the Compensation Committee	Mgmt	For	For
3	Approve Remuneration of Directors in the Amount of CHF 800,000 for the Period from 2023 AGM until the Closing of the Public Offer	Mgmt	For	Against
4	Approve Delisting of Shares from SIX Swiss Exchange	Mgmt	For	For
5	Transact Other Business (Voting)	Mgmt	For	Against

Schindler Holding AG

Meeting Date: 2023/03/28

Country: Switzerland

Meeting Type: Annual

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

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For
5.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Against
5.2.a	Reelect Alfred Schindler as Director	Mgmt	For	Against
5.2.b	Reelect Patrice Bula as Director	Mgmt	For	For
5.2.c	Reelect Erich Ammann as Director	Mgmt	For	Against
5.2.d	Reelect Luc Bonnard as Director	Mgmt	For	Against
5.2.e	Reelect Monika Buetler as Director	Mgmt	For	For
5.2.f	Reelect Adam Keswick as Director	Mgmt	For	Against
5.2.g	Reelect Guenter Schaeuble as Director	Mgmt	For	Against
5.2.h	Reelect Tobias Staehelin as Director	Mgmt	For	Against
5.2.i	Reelect Carole Vischer as Director	Mgmt	For	Against
5.2.j	Reelect Petra Winkler as Director	Mgmt	For	Against
5.3	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For
5.4.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For
5.4.2	Reappoint Adam Keswick as Member of the Compensation Committee	Mgmt	For	Against
5.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles of Association	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Schlatter Industries AG

Meeting Date: 2023/05/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For

Schlatter Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.1	Reelect Michael Hauser as Director	Mgmt	For	Against
4.1.2	Reelect Ruedi Huber as Director	Mgmt	For	For
4.1.3	Reelect Paul Zumbuehl as Director	Mgmt	For	Against
4.2	Reelect Paul Zumbuehl as Board Chair	Mgmt	For	Against
4.3.1	Reappoint Michael Hauser as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Paul Zumbuehl as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For
4.5	Designate KBT Treuhand AG as Independent Proxy	Mgmt	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 380,000	Mgmt	For	For
5.2.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 260,765	Mgmt	For	For
5.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Schweiter Technologies AG

Meeting Date: 2023/04/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Receive Report on Fiscal Year 2022 (Non-Voting)	Mgmt		
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
5	Approve Discharge of Board and Senior Management	Mgmt	For	Against
6	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For	For

Schweiter Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1.1	Reelect Daniel Bossard as Director	Mgmt	For	For
7.1.2	Reelect Vanessa Frey as Director	Mgmt	For	Against
7.1.3	Reelect Jacques Sanche as Director	Mgmt	For	Against
7.1.4	Reelect Lars van der Haegen as Director	Mgmt	For	For
7.1.5	Reelect Beat Siegrist as Director	Mgmt	For	Against
7.1.6	Reelect Stephan Widrig as Director	Mgmt	For	For
7.1.7	Reelect Heinz Baumgartner as Director and Board Chair	Mgmt	For	Against
7.2.1	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7.2.3	Reappoint Daniel Bossard as Member of the Nomination and Compensation Committee	Mgmt	For	For
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	Against
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	Against
9.1	Approve Conversion of Bearer Shares into Registered Shares	Mgmt	For	For
9.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Schweizerische Nationalbank

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting and Speech of Chairman (Non-Voting)	Mgmt		
2	Speech of Thomas Jordan (Non-Voting)	Mgmt		
3	Receive Auditor's Report (Non-Voting)	Mgmt		

Schweizerische Nationalbank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Discharge of Board of the Bank	Mgmt	For	For
6	Elect Angelo Ranaldo as Director	Mgmt	For	Against
7	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Allow Questions (Non-Voting)	Mgmt		
9	Close Meeting (Non-Voting)	Mgmt		
10	Transact Other Business (Voting)	Mgmt	For	Against

Sensirion Holding AG

Meeting Date: 2023/05/15

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	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	Against
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 Francois Gabella as Director	Mgmt	For	For
4.1.5	Reelect Anja Koenig as Director	Mgmt	For	For
4.1.6	Reelect Franz Studer as Director	Mgmt	For	For
4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Mgmt	For	Against
4.2.3	Appoint Francois Gabella 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	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	Against
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 297,350	Mgmt	For	Against
6.1	Amend Articles Re: Share Register	Mgmt	For	For
6.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
6.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
8	Transact Other Business (Voting)	Mgmt	For	Against

SF Urban Properties AG

Meeting Date: 2023/04/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Dividends of CHF 0.72 per Share with Par Value of CHF 1.80 and CHF 3.60 per Share with Par Value of CHF 9.00 from Capital Contribution Reserves	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Reelect Hans-Peter Bauer as Director	Mgmt	For	Against
5.2	Reelect Andreas Haemmerli as Director	Mgmt	For	Against
5.3	Reelect Carolin Schmueser as Director	Mgmt	For	Against
5.4	Reelect Alexander Voegele as Director	Mgmt	For	Against
5.5	Elect Anja Roemer as Director	Mgmt	For	Against

SF Urban Properties AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Reappoint Andreas Haemmerli as Member of the Compensation Committee	Mgmt	For	Against
6.2	Appoint Anja Roemer as Member of the Compensation Committee	Mgmt	For	Against
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
8	Designate Pablo Buenger as Independent Proxy	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 300,000	Mgmt	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 200,000	Mgmt	For	Against
10.1	Approve Cancellation of Capital Authorization	Mgmt	For	For
10.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
10.3	Amend Articles Re: Board Meeting Resolutions; Board Quorum	Mgmt	For	For
10.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For
10.5	Amend Articles of Association	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

SFS Group AG

Meeting Date: 2023/04/26

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Remuneration of Directors in the Amount of CHF 1.5 million	Mgmt	For	Against
2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	Against
2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 million	Mgmt	For	Against
2.4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For	For
5.1	Amend Articles of Association	Mgmt	For	For
5.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
5.3	Amend Articles Re: Electronic Communication	Mgmt	For	For
5.4	Amend Articles Re: Editorial Changes	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	Against
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 Joerg Walther as Director	Mgmt	For	For
6.7	Elect Fabian Tschan as Director	Mgmt	For	For
7.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Mgmt	For	Against
7.3	Reappoint Thomas Oetterli as Member 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	For
10	Transact Other Business (Voting)	Mgmt	For	Against

SGS SA

Meeting Date: 2023/03/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	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 Shelby du Pasquier 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
4.1.9	Elect Jens Riedel 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	Against
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	Against
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
4.5	Designate Notaires a 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 12.5 Million	Mgmt	For	Against
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	Against
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	Against
6.1	Approve 1:25 Stock Split	Mgmt	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
6.3	Amend Corporate Purpose	Mgmt	For	For
6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	For	For
6.6	Amend Articles Re: Rules on Remuneration	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Siegfried Holding AG

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income	Mgmt	For	For
2.2	Approve CHF 15.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.40 per Share	Mgmt	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 71.8 Million and the Lower Limit of CHF 65.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	Against
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	Against
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million for Fiscal Year 2024	Mgmt	For	Against
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2022	Mgmt	For	Against
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023	Mgmt	For	For
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For	For
6.1.2	Reelect Isabelle Welton as Director	Mgmt	For	For
6.1.3	Reelect Wolfram Carius as Director	Mgmt	For	For
6.1.4	Reelect Andreas Casutt as Director	Mgmt	For	For

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1.5	Reelect Martin Schmid as Director	Mgmt	For	For
6.1.6	Reelect Beat Walti as Director	Mgmt	For	For
6.2	Elect Elodie Cingari as Director	Mgmt	For	For
6.3	Reelect Andreas Casutt as Board Chair	Mgmt	For	For
6.4.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For	Against
6.4.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	Against
6.4.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For	Against
7.1	Amend Articles Re: Share Register	Mgmt	For	For
7.2	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
7.3	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For
7.4	Amend Articles Re: Editorial Changes	Mgmt	For	For
8	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

SIG Group AG

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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	Mgmt	For	For
4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	Against
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For
7.1	Amend Articles of Association	Mgmt	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.3	Amend Articles Re: Share Register	Mgmt	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

SKAN Group AG

Meeting Date: 2023/05/03

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 0.25 per Share	Mgmt	For	For
4.1.1	Reelect Gert Thoenen as Director and Board Chair	Mgmt	For	Against
4.1.2	Reelect Oliver Baumann as Director	Mgmt	For	Against
4.1.3	Reelect Cornelia Gehrig as Director	Mgmt	For	For
4.1.4	Reelect Thomas Huber as Director	Mgmt	For	For
4.1.5	Reelect Beat Luethi as Director	Mgmt	For	For
4.1.6	Reelect Gregor Plattner as Director	Mgmt	For	Against
4.1.7	Reelect Patrick Schaer as Director	Mgmt	For	Against
5.1.1	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	Mgmt	For	Against
5.1.2	Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee	Mgmt	For	Against
5.1.3	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	Mgmt	For	Against
6	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of CHF 575,000	Mgmt	For	For

SKAN Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	Mgmt	For	For
9	Ratify BDO AG as Auditors	Mgmt	For	For
10	Designate v.FISCHER Recht AG as Independent Proxy	Mgmt	For	For
11.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
11.2	Amend Articles Re: Interim Dividend and Interim Financial Statements	Mgmt	For	For
11.3	Amend Articles Re: Qualified Majority for Adoption of Resolutions	Mgmt	For	For
11.4	Amend Articles Re: Duties of the Board of Directors	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

SoftwareONE Holding AG

Meeting Date: 2023/05/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.35 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Reelect Daniel von Stockar as Director	Mgmt	For	For
4.2	Reelect Jose Duarte as Director	Mgmt	For	For
4.3	Reelect Timo Ihamuotila as Director	Mgmt	For	For
4.4	Reelect Marie-Pierre Rogers as Director	Mgmt	For	For
4.5	Reelect Isabelle Romy as Director	Mgmt	For	For
4.6	Reelect Adam Warby as Director	Mgmt	For	For
4.7	Reelect Jim Freeman as Director	Mgmt	For	For
4.8	Elect Elizabeth Theophille as Director	Mgmt	For	For
5	Elect Adam Warby as Board Chair	Mgmt	For	For
6.1	Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Mgmt	For	Against

SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Reappoint Daniel von Stockar as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.3	Reappoint Adam Warby as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.4	Appoint Jose Duarte as Member of the Nomination and Compensation Committee	Mgmt	For	For
7	Designate Keller AG as Independent Proxy	Mgmt	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.7 Million	Mgmt	For	For
10.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
10.2	Amend Articles Re: General Meetings	Mgmt	For	For
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
10.4	Amend Articles of Association	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Sonova Holding AG

Meeting Date: 2023/06/12

Country: Switzerland

Meeting Type: Annual

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

Sonova Holding AG

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	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 1.5 Million and the Lower Limit of CHF 975,709.26 with or without Exclusion of Preemptive Rights	Mgmt	For	Against
5	Approve Creation of CHF 402,990.06 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	Against
6.1	Reelect Jeffrey Wager as Director and Board Chair	Mgmt	For	Against
6.2	Reelect Dennis Ausiello as Director	Mgmt	For	Against
6.3	Reelect Bernard Bollag as Director	Mgmt	For	Against
6.4	Reelect Robert Clarke as Director	Mgmt	For	Against
6.5	Reelect Dan Hartmann as Director	Mgmt	For	Against
6.6	Reelect Kuno Sommer as Director	Mgmt	For	Against
7	Ratify Deloitte AG as Auditors	Mgmt	For	For
8	Designate Marius Meier as Independent Proxy	Mgmt	For	For
9.1	Reappoint Dennis Ausiello as Member of the Compensation and Nomination Committee	Mgmt	For	Against
9.2	Reappoint Robert Clarke as Member of the Compensation and Nomination Committee	Mgmt	For	Against
9.3	Reappoint Kuno Sommer as Member of the Compensation and Nomination Committee	Mgmt	For	For
10.1	Approve Fixed Remuneration of Directors in the Amount of CHF 278,300	Mgmt	For	For
10.2	Approve Equity Based Remuneration of Directors in the Amount of CHF 65,618	Mgmt	For	Against
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For	For
10.4	Approve Equity Based Remuneration of New Members of Executive Committee in the Amount of CHF 310,000	Mgmt	For	Against

Spexis Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.5	Approve Additional Equity Based Remuneration of Executive Committee in the Amount of CHF 383,000 for Fiscal Year 2023	Mgmt	For	Against
11	Transact Other Business (Voting)	Mgmt	For	Against

St. Galler Kantonalbank AG

Meeting Date: 2023/05/03

Country: Switzerland

Meeting Type: Annual

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

St. Galler Kantonalbank AG

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

Starrag Group Holding AG

Meeting Date: 2023/04/21

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
2.1	Approve Allocation of Income and Dividends of CHF 1.00 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 1.00 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.6 Million	Mgmt	For	Against
5.1.1	Elect Walter Fust as Director	Mgmt	For	Against
5.1.2	Elect Adrian Stuerm as Director	Mgmt	For	Against
5.1.3	Elect Michael Hauser as Director	Mgmt	For	For
5.1.4	Elect Christian Androschin as Director	Mgmt	For	Against
5.1.5	Elect Bernhard Iseli as Director	Mgmt	For	Against
5.2	Elect Michael Hauser as Board Chair	Mgmt	For	Against
5.3.1	Appoint Walter Fust as Member of the Compensation Committee	Mgmt	For	Against
5.3.2	Appoint Bernhard Iseli as Member of the Compensation Committee	Mgmt	For	Against
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
5.5	Designate Juerg Jakob as Independent Proxy	Mgmt	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
6.4	Amend Articles of Association	Mgmt	For	For

Starrag Group Holding AG

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

Starrag Group Holding AG

Meeting Date: 2023/11/29

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger by Absorption of Tornos Holding AG	Mgmt	For	For
2	Approve CHF 17.9 Million Ordinary Share Capital Increase without Preemptive Rights in Connection with Acquisition of Tornos Holding AG, if Item 1 is Accepted	Mgmt	For	For
3	Approve Creation of CHF 595,000 Pool of Conditional Capital for Employee Participation Plans Following the Merger Agreement with Tornos Holding AG, if Item 1 is Accepted	Mgmt	For	For
4.1	Change Company Name to StarragTornos Group AG, if Item 1 is Accepted	Mgmt	For	For
4.2	Amend Articles Re: Board Size Limit, if Item 1 is Accepted	Mgmt	For	For
4.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee, if Item 1 is Accepted	Mgmt	For	For
5.1.1	Elect Francois Frote as Director, if Item 1 is Accepted	Mgmt	For	For
5.1.2	Elect Michel Rollier as Director, if Item 1 is Accepted	Mgmt	For	For
5.1.3	Elect Till Fust as Director, if Item 1 is Accepted	Mgmt	For	For
6.1	Approve Additional Remuneration of Directors in the Amount of CHF 420,000, if Item 1 is Accepted	Mgmt	For	For
6.2	Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.6 Million, if Item 1 is Accepted	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Straumann Holding AG

Meeting Date: 2023/04/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	Against
6.2	Reelect Marco Gadola as Director	Mgmt	For	Against
6.3	Reelect Juan Gonzalez as Director	Mgmt	For	For
6.4	Reelect Petra Rumpf as Director	Mgmt	For	Against
6.5	Reelect Thomas Straumann as Director	Mgmt	For	Against
6.6	Reelect Nadia Schmidt as Director	Mgmt	For	For
6.7	Reelect Regula Wallimann as Director	Mgmt	For	For
6.8	Elect Olivier Filliol as Director	Mgmt	For	For
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	Against
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	For	For
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
10.1	Amend Corporate Purpose	Mgmt	For	For
10.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	For	For
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Sulzer AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	Against
5.1	Elect Suzanne Thoma as Director and Board Chair	Mgmt	For	Against
5.2.1	Reelect David Metzger as Director	Mgmt	For	For
5.2.2	Reelect Alexey Moskov as Director	Mgmt	For	For
5.2.3	Reelect Markus Kammüller as Director	Mgmt	For	For
5.3.1	Elect Prisca Havranek-Kosicek as Director	Mgmt	For	For
5.3.2	Elect Hariolf Kottmann as Director	Mgmt	For	For
5.3.3	Elect Per Utnegaard as Director	Mgmt	For	For
6.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	Against
6.2.1	Appoint Markus Kammüller as Member of the Compensation Committee	Mgmt	For	For
6.2.2	Appoint Hariolf Kottmann as Member of the Compensation Committee	Mgmt	For	For

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For
9.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	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	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Swiss Life Holding AG

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 30.00 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 3.9 Million	Mgmt	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 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	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For
5.4	Reelect Adrienne Fumagalli as Director	Mgmt	For	For
5.5	Reelect Ueli Dietiker as Director	Mgmt	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For

Swiss Life Holding AG

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

Swiss Prime Site AG

Meeting Date: 2023/03/21

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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	Amend Corporate Purpose	Mgmt	For	For
5.2	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For	For
5.3	Amend Articles Re: Annual General Meeting	Mgmt	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For
6.1	Approve Cancellation of Authorized Capital	Mgmt	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
6.3	Amend Articles Re: Conditional Capital	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For	For
8.1.1	Reelect Ton Buechner as Director	Mgmt	For	For
8.1.2	Reelect Christopher Chambers as Director	Mgmt	For	For
8.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For
8.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For
8.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For
8.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For
8.1.7	Elect Reto Conrad as Director	Mgmt	For	For
8.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For
8.3.1	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	Mgmt	For	For
8.3.2	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For
8.3.3	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For
8.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For
8.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Swiss Re AG

Meeting Date: 2023/04/12

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	Against
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of USD 6.40 per Share	Mgmt	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For	Against
4	Approve Discharge of Board of Directors	Mgmt	For	Against
5.1.a	Reelect Sergio Ermotti as Director and Board Chair	Mgmt	For	Against
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For
5.1.c	Reelect Joachim Oechslin as Director	Mgmt	For	For
5.1.d	Reelect Deanna Ong as Director	Mgmt	For	For
5.1.e	Reelect Jay Ralph as Director	Mgmt	For	For
5.1.f	Reelect Joerg Reinhardt as Director	Mgmt	For	For
5.1.g	Reelect Philip Ryan as Director	Mgmt	For	For
5.1.h	Reelect Paul Tucker as Director	Mgmt	For	For
5.1.i	Reelect Jacques de Vaucleroy as Director	Mgmt	For	For
5.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For
5.1.k	Elect Vanessa Lau as Director	Mgmt	For	For
5.1.l	Elect Pia Tischhauser as Director	Mgmt	For	For
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	Against
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	Against
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	Against
5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For	Against
5.2.5	Appoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	Mgmt	For	Against
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	Against

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	Mgmt	For	For
7.2	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
7.3	Amend Articles of Association	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Swiss Steel Holding AG

Meeting Date: 2023/04/20

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Treatment of Net Loss	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against
5.1.1	Reelect Jens Alder as Director	Mgmt	For	Against
5.1.2	Reelect Svein Brandtzaeg as Director	Mgmt	For	Against
5.1.3	Reelect Barend Fruithof as Director	Mgmt	For	Against
5.1.4	Reelect David Metzger as Director	Mgmt	For	Against
5.1.5	Reelect Mario Rossi as Director	Mgmt	For	Against
5.1.6	Reelect Michael Schwarzkopf as Director	Mgmt	For	Against
5.1.7	Reelect Oliver Streuli as Director	Mgmt	For	Against
5.1.8	Reelect Emese Weissenbacher as Director	Mgmt	For	Against
5.2	Reelect Jens Alder as Board Chair	Mgmt	For	Against
5.3.1	Reappoint Jens Alder as Member of the Compensation Committee	Mgmt	For	Against
5.3.2	Reappoint Svein Brandtzaeg as Member of the Compensation Committee	Mgmt	For	Against
5.3.3	Reappoint Oliver Streuli as Member of the Compensation Committee	Mgmt	For	Against

Swiss Steel Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3.4	Reappoint Michael Schwarzkopf as Member of the Compensation Committee	Mgmt	For	Against
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5.5	Designate ADLEGEM Rechtsanwaelte as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	Against
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	Against
7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
7.2	Amend Articles Re: Duties of the Board of Directors; Board Resolutions	Mgmt	For	For
7.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Swisscom AG

Meeting Date: 2023/03/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
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 Roland Abt as Director	Mgmt	For	For
4.2	Elect Monique Bourquin as Director	Mgmt	For	For
4.3	Reelect Alain Carrupt 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

Swisscom AG

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

Swissquote Group Holding Ltd.

Meeting Date: 2023/05/10

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 2.20 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Markus Dennler as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Jean-Christophe Pernollet as Director	Mgmt	For	For
5.1.3	Reelect Beat Oberlin as Director	Mgmt	For	Against
5.1.4	Reelect Monica Dell'Anna as Director	Mgmt	For	For
5.1.5	Reelect Michael Ploog as Director	Mgmt	For	For
5.1.6	Reelect Paolo Buzzi as Director	Mgmt	For	For
5.1.7	Reelect Demetra Kalogerou as Director	Mgmt	For	For
5.1.8	Elect Esther Finidor as Director	Mgmt	For	For
5.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.3	Appoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For
5.4	Designate Juan Gil as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 3.4 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
7.2	Amend Articles Re: General Meetings	Mgmt	For	For
7.3	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For

Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.4	Amend Articles Re: Compensation of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7.5	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

TE Connectivity Ltd.

Meeting Date: 2023/03/15

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	For
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	Against
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	Against
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	Against
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	Mgmt	For	For

TE Connectivity Ltd.

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

Tecan Group AG

Meeting Date: 2023/04/18

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.45 per Share	Mgmt	For	For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against
4	Elect Matthias Gillner as Director	Mgmt	For	For
5.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
5.2	Reelect Myra Eskes as Director	Mgmt	For	For
5.3	Reelect Oliver Fetzer as Director	Mgmt	For	For
5.4	Reelect Karen Huebscher as Director	Mgmt	For	For
5.5	Reelect Christa Kreuzburg as Director	Mgmt	For	For
5.6	Reelect Daniel Marshak as Director	Mgmt	For	For
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For
7.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For
7.2	Reappoint Oliver Fetzer as Member of the Compensation Committee	Mgmt	For	Against
7.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	Against
7.4	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	Against
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	Against
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	Against
11	Transact Other Business (Voting)	Mgmt	For	Against

Temenos AG

Meeting Date: 2023/05/03

Country: Switzerland

Meeting Type: Annual

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

Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 1.10 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of USD 2.3 Million	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 30 Million	Mgmt	For	For
5.1.1	Elect Xavier Cauchois as Director	Mgmt	For	For
5.1.2	Elect Dorothee Deuring as Director	Mgmt	For	For
5.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	Against
5.2.2	Reelect Ian Cookson as Director	Mgmt	For	For
5.2.3	Reelect Peter Spenser as Director	Mgmt	For	For
5.2.4	Reelect Maurizio Carli as Director	Mgmt	For	For
5.2.5	Reelect Deborah Forster as Director	Mgmt	For	For
5.2.6	Reelect Cecilia Hulten as Director	Mgmt	For	For
6.1	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For	For
6.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	For
6.3	Reappoint Deborah Forster as Member of the Compensation Committee	Mgmt	For	For
6.4	Appoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	For
6.5	Appoint Dorothee Deuring as Member of the Compensation Committee	Mgmt	For	For
7	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

The Swatch Group AG

Meeting Date: 2023/05/10

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Bearer Shares	Mgmt		

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt 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 1.20 per Registered Share and CHF 6.00 per Bearer Share	Mgmt	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	Mgmt	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Mgmt	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Mgmt	For	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For	Against
5.1	Reelect Nayla Hayek as Director	Mgmt	For	Against
5.2	Reelect Ernst Tanner as Director	Mgmt	For	Against
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For	Against
5.4	Reelect Georges Hayek as Director	Mgmt	For	Against
5.5	Reelect Claude Nicollier as Director	Mgmt	For	Against
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For	Against
5.7	Reelect Nayla Hayek as Board Chair	Mgmt	For	Against
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For	Against
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For	Against
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For	Against
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For	Against
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Against
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Against
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

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

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Against
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

Tornos Holding AG

Meeting Date: 2023/04/05

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3.1	Approve Treatment of Net Loss	Mgmt	For	For
3.2	Approve Allocation of Income	Mgmt	For	For
3.3	Approve Dividends of CHF 0.30 per Share from Capital Contribution Reserves	Mgmt	For	For
4.1	Amend Articles Re: Editorial Changes	Mgmt	For	For
4.2	Amend Articles Re: Threshold for Convening Extraordinary General Meeting	Mgmt	For	For
4.3	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For	For
4.4	Amend Articles Re: Qualified Majority for Adoption of Resolutions	Mgmt	For	For
4.5	Amend Articles Re: General Meeting Procedures and Minutes	Mgmt	For	For
4.6	Amend Articles Re: Editorial Changes	Mgmt	For	For
5.1	Approve Discharge of Board of Directors	Mgmt	For	For
5.2	Approve Discharge of Senior Management	Mgmt	For	Against
6.1	Reelect Francois Frote as Director	Mgmt	For	Against
6.2	Reelect Michel Rollier as Director	Mgmt	For	Against
6.3	Reelect Walter Fust as Director	Mgmt	For	Against
6.4	Reelect Till Fust as Director	Mgmt	For	Against
7	Reelect Francois Frote as Board Chair	Mgmt	For	Against

Tornos Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Reappoint Francois Frote as Member of the Compensation Committee	Mgmt	For	Against
8.2	Reappoint Michel Rollier as Member of the Compensation Committee	Mgmt	For	Against
8.3	Reappoint Walter Fust as Member of the Compensation Committee	Mgmt	For	Against
8.4	Reappoint Till Fust as Member of the Compensation Committee	Mgmt	For	Against
9	Designate Roland Schweizer as Independent Proxy	Mgmt	For	For
10	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options	Mgmt	For	Against
11.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options	Mgmt	For	Against
12	Transact Other Business (Voting)	Mgmt	For	Against

Tornos Holding AG

Meeting Date: 2023/11/30

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Approve Merger Agreement with Starrag Group Holding AG	Mgmt	For	For
3	Transact Other Business (Voting)	Mgmt	For	Against

TX Group AG

Meeting Date: 2023/04/14

Country: Switzerland

Meeting Type: Annual

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

TX Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 4.50 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	Against
4.1.4	Reelect Sverre Munck as Director	Mgmt	For	Against
4.1.5	Reelect Konstantin Richter as Director	Mgmt	For	Against
4.1.6	Elect Stephanie Caspar as Director	Mgmt	For	Against
4.1.7	Elect Claudia Coninx-Kaczynski as Director	Mgmt	For	Against
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	Appoint 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	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 293,163	Mgmt	For	Against
6	Transact Other Business (Voting)	Mgmt	For	Against

u-blox Holding AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve CHF 14.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 2.00 per Share	Mgmt	For	For
4.2	Approve Creation of CHF 4.2 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Accepted; Approve Creation of CHF 4.9 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Rejected	Mgmt	For	For
4.3	Approve Creation of Capital Band within CHF 83 - CHF 91.3 Million, if Item 4.1 is Accepted; Approve Creation of Capital Band within CHF 97.4 - CHF 107.2 Million with or without Exclusion of Preemptive Rights, if Item 4.1 is Rejected	Mgmt	For	For
4.4	Amend Articles of Association	Mgmt	For	For
5.1	Reelect Andre Mueller as Director and Board Chair	Mgmt	For	For
5.2	Reelect Ulrich Looser as Director	Mgmt	For	For
5.3	Reelect Markus Borchert as Director	Mgmt	For	For
5.4	Reelect Thomas Seiler as Director	Mgmt	For	For
5.5	Reelect Karin Sonnenmoser as Director	Mgmt	For	For
5.6	Reelect Elke Eckstein as Director	Mgmt	For	For
6.1	Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	For
6.2	Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	Against
7.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
7.2	Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For
8	Designate KBT Treuhand AG as Independent Proxy	Mgmt	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Sustainability Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends of USD 0.55 per Share	Mgmt	For	For
5.1	Amend Articles Re: General Meeting	Mgmt	For	For
5.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
5.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee; Editorial Changes	Mgmt	For	For
5.4	Amend Articles Re: Shares and Share Register	Mgmt	For	For
6	Approve Discharge of Board and Senior Management, excluding French Cross-Border Matter	Mgmt	For	Against
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For
7.2	Reelect Lukas Gaehwiler 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 Dieter Wemmer as Director	Mgmt	For	Against
7.12	Reelect Jeanette Wong as Director	Mgmt	For	Against
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	Against
8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	Against
8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	Against

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	Against
9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million	Mgmt	For	Against
9.3	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	For
11	Approve CHF 6.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	Mgmt	For	For
13.1	Approve CHF 25.9 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	Mgmt	For	For
13.2	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For
14	Transact Other Business (Voting)	Mgmt	None	Against

Valiant Holding AG

Meeting Date: 2023/05/17

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For

Valiant Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Amend Articles Re: Editorial Changes	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For
7.1	Reelect Markus Gygax as Director and Board Chair	Mgmt	For	For
7.2	Reelect Christoph Buehler as Director	Mgmt	For	For
7.3	Reelect Barbara Artmann as Director	Mgmt	For	For
7.4	Reelect Maya Bundt as Director	Mgmt	For	For
7.5	Reelect Roger Harlacher as Director	Mgmt	For	For
7.6	Reelect Roland Herrmann as Director	Mgmt	For	For
7.7	Reelect Marion Khueny as Director	Mgmt	For	For
7.8	Reelect Ronald Traechsl as Director	Mgmt	For	For
8.1	Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Mgmt	For	For
8.2	Reappoint Markus Gygax as Member of the Nomination and Compensation Committee	Mgmt	For	For
8.3	Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	Mgmt	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
10	Designate burckhardt AG as Independent Proxy	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Varia US Properties AG

Meeting Date: 2023/04/25

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For

Varia US Properties AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Manuel Leuthold as Director	Mgmt	For	Against
5.1.2	Reelect Jaume Sabater as Director	Mgmt	For	For
5.1.3	Reelect Patrick Richard as Director	Mgmt	For	For
5.1.4	Reelect Taner Alicehic as Director	Mgmt	For	For
5.1.5	Reelect Stefan Buser as Director	Mgmt	For	For
5.1.6	Reelect Dany Roizman as Director	Mgmt	For	For
5.1.7	Reelect Beat Schwab as Director	Mgmt	For	For
5.1.8	Reelect Pierre Baudin as Director	Mgmt	For	For
5.2	Reelect Manuel Leuthold as Board Chair	Mgmt	For	Against
5.3.1	Reappoint Stefan Buser as Member of the Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Beat Schwab as Member of the Compensation Committee	Mgmt	For	For
5.4	Ratify KPMG SA as Auditors	Mgmt	For	For
5.5	Designate Buis Buergi AG as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 40,000	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Varia US Properties AG

Meeting Date: 2023/11/03

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extraordinary Dividends of CHF 3.00 per Share from Available Earnings and Statutory Capital Reserves	Mgmt	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against

VAT Group AG

Meeting Date: 2023/05/16

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
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
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 Maria Heriz as Director	Mgmt	For	For
4.1.8	Elect Petra Denk 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	Amend Corporate Purpose	Mgmt	For	For
7.2	Amend Articles Re: Shares and Share Register; Annulment of the Opting-Out Clause	Mgmt	For	For
7.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For
7.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
7.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
7.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Amend Articles Re: Board of Directors Term of Office	Mgmt	For	For
10.1	Approve Remuneration Report	Mgmt	For	For
10.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 869,093 for Fiscal Year 2022	Mgmt	For	For
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2024	Mgmt	For	For
10.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2024	Mgmt	For	For
10.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2023 AGM to 2024 AGM	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Vaudoise Assurances Holding SA

Meeting Date: 2023/05/08

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 0.30 per Registered Share A and CHF 20.00 per Registered Share B	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
7	Approve Discharge of Board of Directors	Mgmt	For	For
8.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
8.2	Amend Articles of Association	Mgmt	For	For

Vaudoise Assurances Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Reelect Philippe Hebeisen as Director	Mgmt	For	For
9.2	Reelect Martin Albers as Director	Mgmt	For	For
9.3	Reelect Javier Fernandez-Cid as Director	Mgmt	For	For
9.4	Reelect Eftychia Fischer as Director	Mgmt	For	For
9.5	Reelect Peter Kofmel as Director	Mgmt	For	For
9.6	Reelect Cedric Moret as Director	Mgmt	For	For
9.7	Reelect Jean-Philippe Rochat as Director	Mgmt	For	For
9.8	Elect Nathalie Bourquenoud as Director	Mgmt	For	For
10	Reelect Philippe Hebeisen as Board Chair	Mgmt	For	For
11.1	Reappoint Jean-Philippe Rochat as Member of the Compensation Committee	Mgmt	For	For
11.2	Reappoint Cedric Moret as Member of the Compensation Committee	Mgmt	For	For
11.3	Appoint Nathalie Bourquenoud as Member of the Compensation Committee	Mgmt	For	For
12.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.9 Million	Mgmt	For	Against
12.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For	For
13	Designate ACTA Notaires Associes as Independent Proxy	Mgmt	For	For
14	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
15	Transact Other Business (Voting)	Mgmt	For	Against

Vetropack Holding AG

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against

Vetropack Holding AG

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

Meeting Date: 2023/04/19

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Amend Corporate Purpose	Mgmt	For	For
1.2	Approve Creation of Capital Band within the Upper Limit of CHF 53.6 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
1.3	Approve Cancellation of Capital Authorization	Mgmt	For	For
1.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
1.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Reelect Peter Kalantzis as Director and Board Chair	Mgmt	For	Against
4.2	Reelect Gerhard Bruckmeier as Director	Mgmt	For	Against
4.3	Reelect August von Finck as Director	Mgmt	For	Against
4.4	Reelect Christian Hennerkes as Director	Mgmt	For	For
5.1	Reappoint August von Finck as Member of the Personnel and Compensation Committee	Mgmt	For	Against
5.2	Appoint Peter Kalantzis as Member of the Personnel and Compensation Committee	Mgmt	For	Against
6	Ratify Deloitte AG as Auditors	Mgmt	For	For
7	Designate Walter Mueller as Independent Proxy	Mgmt	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 750,000	Mgmt	For	Against
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	Against
9	Transact Other Business (Voting)	Mgmt	For	Against

Von Roll Holding AG

Meeting Date: 2023/09/13

Country: Switzerland

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Ravindra Kumar as Director	Mgmt	For	For
1.2	Elect Antonio Nastasi as Director	Mgmt	For	For
1.3	Elect Holger Wiebelhaus as Director	Mgmt	For	For
1.4	Elect Jan Bir as Director	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Elect Ravindra Kumar as Board Chair	Mgmt	For	For
4.1	Appoint Ravindra Kumar as Member of the Compensation Committee	Mgmt	For	For
4.2	Appoint Antonio Nastasi as Member of the Compensation Committee	Mgmt	For	For
5	Approve Delisting of Shares from SIX Swiss Exchange	Mgmt	For	Against
6	Transact Other Business (Voting)	Mgmt	For	Against

Vontobel Holding AG

Meeting Date: 2023/04/04

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For
4.1	Reelect Andreas Utermann as Director	Mgmt	For	For
4.2	Reelect Bruno Basler as Director	Mgmt	For	For
4.3	Reelect Maja Baumann as Director	Mgmt	For	For
4.4	Reelect Elisabeth Bourqui as Director	Mgmt	For	For
4.5	Reelect David Cole as Director	Mgmt	For	For
4.6	Reelect Michael Halbherr as Director	Mgmt	For	For
4.7	Reelect Stefan Loacker as Director	Mgmt	For	For
4.8	Reelect Clara Streit as Director	Mgmt	For	For

Vontobel Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Reelect Bjoern Wettergren as Director	Mgmt	For	For
5	Reelect Andreas Utermann as Board Chair	Mgmt	For	For
6.1	Reappoint Bruno Basler as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.2	Reappoint Michael Halbherr as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.3	Reappoint Clara Streit as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.4	Appoint Andreas Utermann as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.5	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Mgmt	For	Against
7	Designate VISCHER AG as Independent Proxy	Mgmt	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
9.1	Approve Remuneration Report (Non-binding)	Mgmt	For	Against
9.2	Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	Against
9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.9 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For	Against
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022	Mgmt	For	Against
9.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	Against
10.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For
10.2	Amend Articles Re: General Meeting	Mgmt	For	For
10.3	Amend Articles of Association	Mgmt	For	For
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

VZ Holding AG

Meeting Date: 2023/04/12

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 1.74 per Share	Mgmt	For	For
4.1.1	Reelect Roland Iff as Director	Mgmt	For	Against
4.1.2	Reelect Albrecht Langhart as Director	Mgmt	For	Against
4.1.3	Reelect Roland Ledergerber as Director	Mgmt	For	For
4.1.4	Reelect Olivier de Perregaux as Director	Mgmt	For	For
4.2	Elect Matthias Reinhart as Director and Board Chair	Mgmt	For	For
4.3.1	Reappoint Roland Ledergerber as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Appoint Matthias Reinhart as Member of the Compensation Committee	Mgmt	For	Against
4.3.3	Appoint Roland Iff as Member of the Compensation Committee	Mgmt	For	Against
5	Designate Keller AG as Independent Proxy	Mgmt	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
7.1	Amend Articles of Association	Mgmt	For	For
7.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
7.3	Amend Articles Re: Delegation of Management	Mgmt	For	For
7.4	Amend Articles Re: Share Register	Mgmt	For	For
7.5	Amend Articles Re: Annulment of the Provision on Universal Meetings	Mgmt	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 570,000	Mgmt	For	For
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	For
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Mgmt	For	Against
9	Transact Other Business (Voting)	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration 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	Against
4.1.1	Reelect Oliver Riemenschneider as Director	Mgmt	For	For
4.1.2	Reelect Annelies Buhofer as Director	Mgmt	For	For
4.1.3	Reelect Prisca Hafner as Director	Mgmt	For	For
4.1.4	Reelect Tobias Knechtle as Director	Mgmt	For	For
4.1.5	Reelect Petra Rumpf as Director	Mgmt	For	For
4.1.6	Reelect Juerg Werner as Director	Mgmt	For	For
4.2	Reelect Oliver Riemenschneider as Board Chair	Mgmt	For	For
4.3.1	Reappoint Prisca Hafner as Member of the Personnel and Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Juerg Werner as Member of the Personnel and Compensation Committee	Mgmt	For	Against
4.4	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 750,000	Mgmt	For	Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	Against
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 660,000	Mgmt	For	Against
6.1	Amend Corporate Purpose	Mgmt	For	For
6.2	Amend Articles of Association	Mgmt	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
6.4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Walliser Kantonalbank

Meeting Date: 2023/04/28

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting (Non-Voting)	Mgmt		
2	Receive President's Speech (Non-Voting)	Mgmt		
3	Elect Vote Counter (Non-Voting)	Mgmt		
4	Receive Report of the Group Management and Auditor's Report (Non-Voting)	Mgmt		
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For
6	Approve Allocation of Income and Dividends of CHF 3.55 per Share	Mgmt	For	For
7	Approve Discharge of Board of Directors	Mgmt	For	For
8	Ratify Deloitte AG as Auditors	Mgmt	For	For
9	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Against
10	Designate ECSA Fiduciaire SA as Independent Proxy	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

WISeKey International Holding Ltd.

Meeting Date: 2023/04/27

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extraordinary Dividends from Capital Contribution Reserves in the Form of Shares in SEALSQ Corp	Mgmt	For	For
2	Approve Transfer from Capital Contribution to Free Reserves	Mgmt	For	For
3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against
4	Transact Other Business (Voting)	Mgmt	For	Against

Meeting Date: 2023/06/22

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against
3	Approve Treatment of Net Loss	Mgmt	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 11.7 Million and the Lower Limit of CHF 7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against
5	Approve Creation of CHF 3.3 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Mgmt	For	Against
6.1	Amend Articles of Association	Mgmt	For	For
6.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
7.1	Approve CHF 2.94 Ordinary Share Capital Increase without Preemptive Rights	Mgmt	For	For
7.2	Approve 50:1 Reverse Stock Split	Mgmt	For	For
8	Approve 25:1 Reverse Stock Split for Class A Shares Holders, if Item 7.2 is Approved	Mgmt	For	Against
9.1	Reelect Carlos Moreira as Director	Mgmt	For	For
9.2	Reelect Peter Ward as Director	Mgmt	For	For
9.3	Reelect Maria Jabbaz as Director	Mgmt	For	For
9.4	Reelect Cristina Dolan as Director	Mgmt	For	For
9.5	Reelect David Fergusson as Director	Mgmt	For	For
9.6	Reelect Jean-Philippe Ladisa as Director	Mgmt	For	For
9.7	Reelect Eric Pellaton as Director	Mgmt	For	For
10	Reelect Carlos Moreira as Board Chair	Mgmt	For	For
11.1	Reappoint David Fergusson as Member of the Nomination and Compensation Committee	Mgmt	For	Against
11.2	Reappoint Cristina Dolan as Member of the Nomination and Compensation Committee	Mgmt	For	Against
11.3	Reappoint Eric Pellaton as Member of the Nomination and Compensation Committee	Mgmt	For	Against

WISeKey International Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Ratify BDO SA as Auditors	Mgmt	For	For
13	Designate Keller AG as Independent Proxy	Mgmt	For	For
14	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
15.1	Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	Against
15.2	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For	For
16	Transact Other Business (Voting)	Mgmt	For	Against

Zehnder Group AG

Meeting Date: 2023/03/23

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt 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 1.80 per Share	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For	For
4.3	Approve Remuneration Report (Non-Binding)	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 Shareholder Meetings	Mgmt	For	For
5.4	Amend Articles Re: Electronic Communication	Mgmt	For	For
5.5	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For
5.6	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For
6.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	Mgmt	For	For
6.1.2	Reelect Urs Buchmann as Director	Mgmt	For	For
6.1.3	Reelect Riet Cadonau as Director	Mgmt	For	For

Zehnder Group AG

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

Zueblin Immobilien Holding AG

Meeting Date: 2023/06/22

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Approve Dividends of CHF 1.00 per Share from Capital Contribution Reserves	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1.1	Reelect Markus Wesnitzer as Director	Mgmt	For	Against
5.1.2	Reelect David Schaerli as Director	Mgmt	For	Against
5.1.3	Elect Nicolas Gross as Director	Mgmt	For	For
5.1.4	Elect Yves Rossier as Director	Mgmt	For	For
5.2	Elect Markus Wesnitzer as Board Chair	Mgmt	For	For
5.3.1	Reappoint Markus Wesnitzer as Member of the Compensation Committee	Mgmt	For	Against

Zueblin Immobilien Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3.2	Reappoint David Schaerli as Member of the Compensation Committee	Mgmt	For	Against
5.3.3	Appoint Nicolas Gross as Member of the Compensation Committee	Mgmt	For	For
5.3.4	Appoint Yves Rossier as Member of the Compensation Committee	Mgmt	For	For
5.4	Designate Adtrexa AG as Independent Proxy	Mgmt	For	For
5.5	Ratify SWA Swiss Auditors AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 400,000	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 600,000	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Zug Estates Holding AG

Meeting Date: 2023/04/06

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
2	Approve Allocation of Income and Dividends of CHF 4.10 per Category A Registered Share and CHF 41.00 per Category B Registered Share	Mgmt	For	For
3.1	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	Against
3.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against
5.1	Amend Articles Re: Sustainability Clause	Mgmt	For	For
5.2	Amend Articles Re: Electronic Communication	Mgmt	For	For
5.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
5.4	Amend Articles Re: Additional Remuneration for New Members of the Executive Committee	Mgmt	For	Against

Zug Estates Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.5	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For
5.6	Amend Articles of Association	Mgmt	For	For
6.1	Elect Martin Wipfli as Shareholder Representative of Series B Registered Shares	Mgmt	For	Against
6.2.1	Reelect Beat Schwab as Director	Mgmt	For	Against
6.2.2	Reelect Annelies Buhofer as Director	Mgmt	For	Against
6.2.3	Reelect Johannes Stoeckli as Director	Mgmt	For	Against
6.2.4	Reelect Martin Wipfli as Director	Mgmt	For	Against
6.2.5	Elect Joelle Zimmerli as Director	Mgmt	For	For
6.3	Reelect Beat Schwab as Board Chair	Mgmt	For	Against
6.4.1	Appoint Annelies Buhofer as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.4.2	Reappoint Johannes Stoeckli as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6.5	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For
6.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against

Zuger Kantonalbank AG

Meeting Date: 2023/05/13

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Bank Council and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 220.00 per Share	Mgmt	For	For
4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
5	Approve Remuneration of the Bank Council in the Amount of CHF 740,000	Mgmt	For	For
6	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	For

Zuger Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	Against
8	Amend Articles Re: Convert Compensation Committee into a Compensation and Sustainability Committee	Mgmt	For	For
9.1	Reelect Jacques Bossart as Member of the Bank Council	Mgmt	For	For
9.2	Reelect Silvan Schriber as Member of the Bank Council	Mgmt	For	For
9.3	Reelect Urs Rueegsegger as Member of the Bank Council	Mgmt	For	For
10	Reelect Urs Rueegsegger as Bank Council Chair	Mgmt	For	For
11.1	Reappoint Urs Rueegsegger as Member of the Compensation and Sustainability Committee	Mgmt	For	For
11.2	Reappoint Jacques Bossart as Member of the Compensation and Sustainability Committee	Mgmt	For	For
11.3	Appoint Annette Luther as Member of the Compensation and Sustainability Committee	Mgmt	For	For
12	Designate Rene Peyer as Independent Proxy	Mgmt	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against

Zurich Insurance Group AG

Meeting Date: 2023/04/06

Country: Switzerland

Meeting Type: Annual

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

Zurich Insurance Group AG

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