

## Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): Finreon Swiss Eq IsoPro® (CHF)

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/23 to 12/31/23

### Meeting Overview

Category	Number	Percentage
Number of votable meetings	73	
Number of meetings voted	73	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	73	100.00%

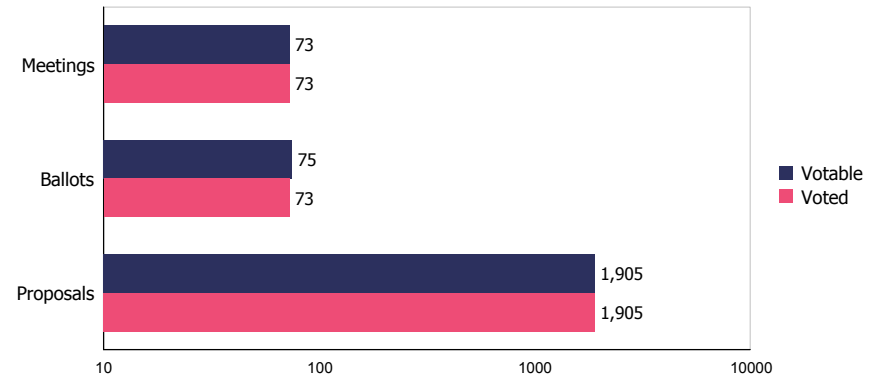
### Ballot Overview

Category	Number	Percentage
Number of votable ballots	75	
Number of ballots voted	73	97.33%

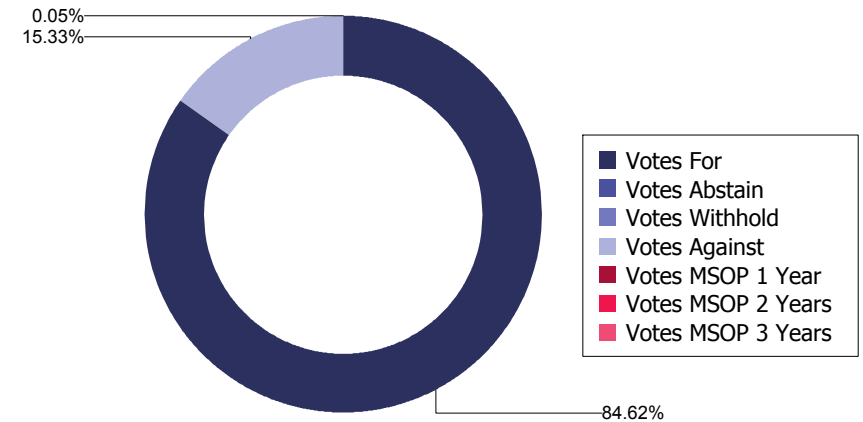
### Proposal Overview

Category	Number	Percentage
Number of votable items	1,905	
Number of items voted	1,905	100.00%
Number of votes FOR	1,612	84.62%
Number of votes AGAINST	292	15.33%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	1	0.05%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,905	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,620	85.04%
Number of votes Against Mgmt	285	14.96%
Number of votes on MSOP (exclude frequency)	181	9.50%
Number of votes on Shareholder Proposals	0	0.00%

### Voting Statistics



### Vote Cast Statistics



Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.

For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.

Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.

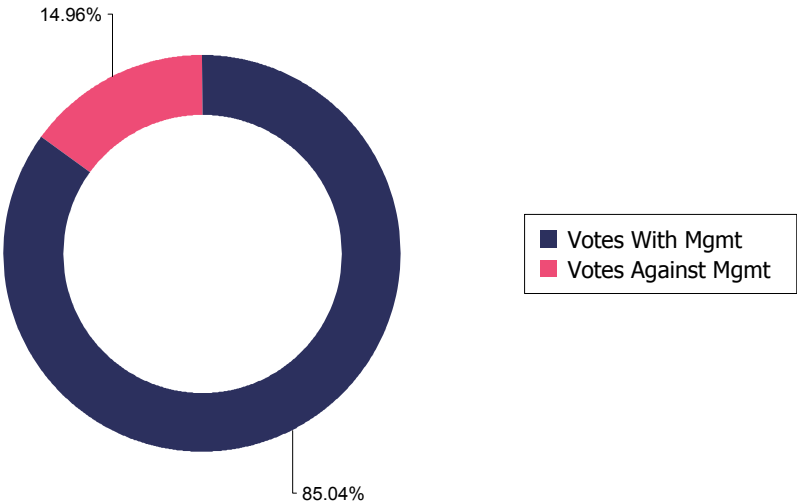
This may result in voting totals exceeding the number of votable items.

Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :

<https://www.issgovernance.com/policy-gateway/voting-policies>

**Vote Alignment with Policy**  
 No graphical representation provided.

**Vote Alignment with Management**



**Market Breakdown**

Market	Votable Meetings	Voted Meetings	Percentage
Switzerland	73	73	100.00%

**Meetings Voted by Market**  
 No graphical representation provided.

**Market Voting Statistics**

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.3. Reelect Hanspeter Faessler as Director	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Juerg Fedier as Director	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Gabi Huber as Director	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.2. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.3. Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Peter Athanas as Director	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.2. Reelect Gustavo Moeller-Hergt as Board Chair	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.2. Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.3. Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	1.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Michael Suess as Director and Board Chair	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Gerhard Pegam as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.3. Reappoint Gerhard Pegam as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Swiss Prime Site AG	21-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Tom Knutzen as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
BB Biotech AG	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Clive Meanwell as Director	Against
BB Biotech AG	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	Against
BB Biotech AG	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Sandra Emme as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.1. Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.8. Reelect Michael Rechsteiner as Director	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.9. Reelect Michael Rechsteiner as Board Chair	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Calvin Grieder as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Calvin Grieder as Board Chair	Against
SGS SA	28-Mar-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	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	Against
SGS SA	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Justin Howell as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Vanessa Frey as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Elect Lukas Winkler as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Appoint Lukas Winkler as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect This Schneider as Director and Board Chair	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Peter Altorfer as Director	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Michael Pieper as Director	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Vincent Studer as Director	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Peter Altorfer as Member of the Compensation Committee	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Michael Pieper as Member of the Compensation Committee	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Clariant AG	04-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.b. Reelect Guenter von Au as Director	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Clariant AG	04-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.2. Reelect Guenter von Au as Board Chair	Against
Clariant AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Clariant AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.2.2. Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Bruno Basler as Director	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Bruno Basler as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Clara Streit as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Appoint Andreas Utermann as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.1. Approve Remuneration Report (Non-binding)	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Juan Gonzalez as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Nadia Schmidt as Director	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Regula Wallimann as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
UBS Group AG	05-Apr-23	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	3. Approve Sustainability Report	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Colm Kelleher as Director and Board Chair	Against
UBS Group AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Henrik Saxborn as Director	Against
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Henrik Saxborn as Member of the Compensation Committee	Against
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	13.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	13.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Zurich Insurance Group AG	06-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Mobimo Holding AG	11-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Mobimo Holding AG	11-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Adecco Group AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Julius Baer Gruppe AG	13-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Richard Campbell-Breeden as Director	Against
Julius Baer Gruppe AG	13-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	13-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Emmi AG	13-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against
Emmi AG	13-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee	Against
Emmi AG	13-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Appoint Urs Riedener as Member of the Personnel and Compensation Committee	Against
Emmi AG	13-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
COMET Holding AG	14-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Luzerner Kantonalbank AG	17-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.2.1. Reelect Martha Scheiber as Director	Against
Luzerner Kantonalbank AG	17-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.2. Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Against
Luzerner Kantonalbank AG	17-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Tecan Group AG	18-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Sulzer AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Elect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Georg Fischer AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Anita Hauser as Director	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3. Reappoint Anita Hauser as Member of the Compensation Committee	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bucher Industries AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Report (Non-Binding)	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Siegfried Holding AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Henri de Castries as Director	Against
Nestle SA	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SIG Group AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Andreas Umbach as Director	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.3. Reelect Andreas Umbach as Board Chair	Against
SIG Group AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Susanne Kloess-Braekler as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Andrea Sieber as Director	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.5. Approve Remuneration Report	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	6.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Flughafen Zuerich AG	24-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9.2. Amend Articles Re: General Meetings	Against
Flughafen Zuerich AG	24-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Urs Riedener as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Urs Riedener as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
SFS Group AG	26-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Urs Kaufmann as Director	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Hans Kuenzle as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.6. Reelect Gabriela Payer as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.7. Reelect Andreas von Planta as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.8. Reelect Regula Wallimann as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Appoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.4. Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Baloise Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Baloise Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Reelect Klaus Tschuetscher as Director	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.16. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.1. Reelect Thibault de Tersant as Director and Board Chair	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Reelect Ian Cookson as Director	Against
Temenos AG	03-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Galenica AG	03-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Felix Ehrat as Director	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Felix Ehrat as Chairman of the Nomination, Compensation and Governance Committee	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	8.2. Approve Creation of CHF 1.3 Million Pool of Conditional Capital for Employee Equity Participation	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8.3. Approve Creation of Capital Band within the Upper Limit of CHF 14.1 Million and the Lower Limit of CHF 4.7 Million with or without Exclusion of Preemptive Rights	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	8.4. Amend Articles Re: Exclusion of Subscription Rights up to 20 Percent of Share Capital; Form of Shares and Share Register	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Holcim Ltd.	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Marie-Pierre Rogers as Director	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SoftwareONE Holding AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Banque Cantonale Vaudoise	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.2. Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	4.3. Approve Virtual-Only Shareholder Meetings	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	11.1. Reelect Walter Oberhaensli as Director and Board Chair	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	12.2. Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	16. Transact Other Business (Voting)	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Christoph Maeder as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Dufry AG	08-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Dufry AG	08-May-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.5. Amend Articles of Association	Against
Dufry AG	08-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.c. Reelect Heekyung Jo Min as Director	Against
Dufry AG	08-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
The Swatch Group AG	10-May-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Against
The Swatch Group AG	10-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Nayla Hayek as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ernst Tanner as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Daniela Aeschlimann as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Georges Hayek as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Claude Nicollier as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Jean-Pierre Roth as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.7. Reelect Nayla Hayek as Board Chair	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Nayla Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Ernst Tanner as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Georges Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Claude Nicollier as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Interroll Holding AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Paul Zumbuehl as Director and Board Chair	Against
Interroll Holding AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Christoph Franz as Director	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.7. Reelect Kurt Rueegg as Director	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Christoph Franz as Member of the Compensation Committee	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Peter Spuhler as Member of the Compensation Committee	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Stadler Rail AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report (Non-Binding)	Against
Stadler Rail AG	12-May-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Stadler Rail AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
BKW AG	15-May-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4.5. Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	Against
BKW AG	15-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BKW AG	15-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
VAT Group AG	16-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Libo Zhang as Director	Against
VAT Group AG	16-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	16-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Partners Group Holding AG	24-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	24-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	24-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
EMS-Chemie Holding AG	12-Aug-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.2.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EMS-Chemie Holding AG	12-Aug-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	12-Aug-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Logitech International S.A.	13-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	A. Authorize Independent Representative to Vote on Any New or Amended Resolutions	Against
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Svein Brandtzaeg as Director and Board Chair	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Svein Brandtzaeg as Member of the Nomination and Compensation Committee	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against

**Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
dormakaba Holding AG	05-Oct-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Dufry AG	03-Nov-23	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Markus Neuhaus as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Fernando Aguirre as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Tim Minges as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Antoine de Saint-Affrique as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Yen Tan as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.4. Approve Virtual-Only Shareholder Meetings	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

**Analysis of Votes Against Policy****There are no votes against policy.**

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.3. Reelect Hanspeter Faessler as Director	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Juerg Fedier as Director	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Gabi Huber as Director	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
Daetwyler Holding AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.2. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.3. Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Peter Athanas as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.2. Reelect Gustavo Moeller-Hergt as Board Chair	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.2. Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.3. Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	1.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Michael Suess as Director and Board Chair	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Gerhard Pegam as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.3. Reappoint Gerhard Pegam as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Swiss Prime Site AG	21-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Tom Knutzen as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
BB Biotech AG	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Clive Meanwell as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BB Biotech AG	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	Against
BB Biotech AG	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Sandra Emme as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.1. Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.8. Reelect Michael Rechsteiner as Director	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.9. Reelect Michael Rechsteiner as Board Chair	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Calvin Grieder as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Calvin Grieder as Board Chair	Against
SGS SA	28-Mar-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	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	Against
SGS SA	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Justin Howell as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Vanessa Frey as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.3. Reelect Beat Siegrist as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Elect Lukas Winkler as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Appoint Lukas Winkler as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect This Schneider as Director and Board Chair	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Peter Altorfer as Director	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Michael Pieper as Director	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Vincent Studer as Director	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Peter Altorfer as Member of the Compensation Committee	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Michael Pieper as Member of the Compensation Committee	Against
Forbo Holding AG	30-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Clariant AG	04-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.b. Reelect Guenter von Au as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.2. Reelect Guenter von Au as Board Chair	Against
Clariant AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.2.2. Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million	Against
Credit Suisse Group AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Bruno Basler as Director	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Bruno Basler as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Clara Streit as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Appoint Andreas Utermann as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.1. Approve Remuneration Report (Non-binding)	Against
Vontobel Holding AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Juan Gonzalez as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Nadia Schmidt as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Regula Wallimann as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
UBS Group AG	05-Apr-23	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	3. Approve Sustainability Report	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Colm Kelleher as Director and Board Chair	Against
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Henrik Saxborn as Director	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Henrik Saxborn as Member of the Compensation Committee	Against
PSP Swiss Property AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	13.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Zurich Insurance Group AG	06-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Mobimo Holding AG	11-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Mobimo Holding AG	11-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Adecco Group AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Julius Baer Gruppe AG	13-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Richard Campbell-Breeden as Director	Against
Julius Baer Gruppe AG	13-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	13-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Emmi AG	13-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against
Emmi AG	13-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee	Against
Emmi AG	13-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Appoint Urs Riedener as Member of the Personnel and Compensation Committee	Against
Emmi AG	13-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
COMET Holding AG	14-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Luzerner Kantonalbank AG	17-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.2.1. Reelect Martha Scheiber as Director	Against
Luzerner Kantonalbank AG	17-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.2. Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Against
Luzerner Kantonalbank AG	17-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tecan Group AG	18-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Sulzer AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Elect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Georg Fischer AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Anita Hauser as Director	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3. Reappoint Anita Hauser as Member of the Compensation Committee	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Report (Non-Binding)	Against
Bucher Industries AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Geberit AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Siegfried Holding AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Henri de Castries as Director	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Andreas Umbach as Director	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.3. Reelect Andreas Umbach as Board Chair	Against
SIG Group AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Susanne Kloess-Braekler as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Andrea Sieber as Director	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.5. Approve Remuneration Report	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	6.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Allreal Holding AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Flughafen Zuerich AG	24-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9.2. Amend Articles Re: General Meetings	Against
Flughafen Zuerich AG	24-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Urs Riedener as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Urs Riedener as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SFS Group AG	26-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Urs Kaufmann as Director	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Hans Kuenzle as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.6. Reelect Gabriela Payer as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.7. Reelect Andreas von Planta as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.8. Reelect Regula Wallimann as Director	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Appoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.4. Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Baloise Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Reelect Klaus Tschuetscher as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.16. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.1. Reelect Thibault de Tersant as Director and Board Chair	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Reelect Ian Cookson as Director	Against
Temenos AG	03-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Galenica AG	03-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Felix Ehrat as Director	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Felix Ehrat as Chairman of the Nomination, Compensation and Governance Committee	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	8.2. Approve Creation of CHF 1.3 Million Pool of Conditional Capital for Employee Equity Participation	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8.3. Approve Creation of Capital Band within the Upper Limit of CHF 14.1 Million and the Lower Limit of CHF 4.7 Million with or without Exclusion of Preemptive Rights	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	8.4. Amend Articles Re: Exclusion of Subscription Rights up to 20 Percent of Share Capital; Form of Shares and Share Register	Against
Idorsia Ltd.	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Holcim Ltd.	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Marie-Pierre Rogers as Director	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Banque Cantonale Vaudoise	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zur Rose Group AG	04-May-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.2. Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	4.3. Approve Virtual-Only Shareholder Meetings	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	11.1. Reelect Walter Oberhaensli as Director and Board Chair	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	12.2. Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	Against
Zur Rose Group AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	16. Transact Other Business (Voting)	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Christoph Maeder as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Dufry AG	08-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Dufry AG	08-May-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.5. Amend Articles of Association	Against
Dufry AG	08-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.c. Reelect Heekyung Jo Min as Director	Against
Dufry AG	08-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
The Swatch Group AG	10-May-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Against
The Swatch Group AG	10-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Nayla Hayek as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ernst Tanner as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Daniela Aeschlimann as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Georges Hayek as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Claude Nicollier as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Jean-Pierre Roth as Director	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.7. Reelect Nayla Hayek as Board Chair	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Nayla Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Ernst Tanner as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Georges Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Claude Nicollier as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against
The Swatch Group AG	10-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Interroll Holding AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Paul Zumbuehl as Director and Board Chair	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interroll Holding AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Christoph Franz as Director	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.7. Reelect Kurt Rueegg as Director	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Christoph Franz as Member of the Compensation Committee	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Peter Spuhler as Member of the Compensation Committee	Against
Stadler Rail AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Stadler Rail AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report (Non-Binding)	Against
Stadler Rail AG	12-May-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Stadler Rail AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
BKW AG	15-May-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4.5. Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	Against
BKW AG	15-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
BKW AG	15-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
VAT Group AG	16-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Libo Zhang as Director	Against
VAT Group AG	16-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	16-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Partners Group Holding AG	24-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	24-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	24-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
EMS-Chemie Holding AG	12-Aug-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.2.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against
EMS-Chemie Holding AG	12-Aug-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	12-Aug-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Logitech International S.A.	13-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	A. Authorize Independent Representative to Vote on Any New or Amended Resolutions	Against
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Svein Brandtzaeg as Director and Board Chair	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Svein Brandtzaeg as Member of the Nomination and Compensation Committee	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
dormakaba Holding AG	05-Oct-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Dufry AG	03-Nov-23	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Markus Neuhaus as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Fernando Aguirre as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Tim Minges as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Antoine de Saint-Affrique as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Yen Tan as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Against

**Analysis of Votes Against Management (Continued)**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.4. Approve Virtual-Only Shareholder Meetings	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

**Unvoted Meetings**

**There are no unvoted meetings.**