

Wahrnehmung der Stimmrechte bei Schweizer Aktiengesellschaften

Periode:
1. Januar 2025
bis
31. Dezember 2025

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 12/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Novartis AG

Meeting Date: 03/07/2025

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 88,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For		For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For		For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For		Against
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For		Against
7.3	Approve Remuneration Report	Mgmt	For		Against
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For		For
8.2	Reelect Nancy Andrews as Director	Mgmt	For		Against
8.3	Reelect Ton Buechner as Director	Mgmt	For		Against
8.4	Reelect Patrice Bula as Director	Mgmt	For		For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For		For
8.6	Reelect Bridgette Heller as Director	Mgmt	For		For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For		For

Novartis AG

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

Novartis AG

Meeting Date: 03/07/2025

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 88,000

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

Swiss Prime Site AG

Meeting Date: 03/13/2025

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Primary Security ID: H8403W107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For		For
7.1.1	Reelect Ton Buechner as Director	Mgmt	For		For
7.1.2	Reelect Thomas Studhalter as Director	Mgmt	For		For
7.1.3	Reelect Gabrielle Nater-Bass as Director	Mgmt	For		For
7.1.4	Reelect Barbara Knoflach as Director	Mgmt	For		For
7.1.5	Reelect Brigitte Walter as Director	Mgmt	For		For
7.1.6	Reelect Reto Conrad as Director	Mgmt	For		For
7.1.7	Reelect Detlef Trefzger as Director	Mgmt	For		For
7.2	Reelect Ton Buechner as Board Chair	Mgmt	For		For
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For		For
7.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Swiss Prime Site AG

Meeting Date: 03/13/2025

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Primary Security ID: H8403W107

Shares Voted: 36,905

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

Daetwyler Holding AG

Meeting Date: 03/18/2025

Country: Switzerland

Ticker: DAE

Record Date:

Meeting Type: Annual

Primary Security ID: H17592157

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Sustainability Report	Mgmt	For		For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 0.64 per Registered Share and CHF 3.20 per Bearer Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.1.2	Renominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		Against
4.1.3	Nominate Britt Hendriksen as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For		For
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For		Against
4.4	Reelect Jens Breu as Director	Mgmt	For		For
4.5	Reelect Claude Cornaz as Director	Mgmt	For		For

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Reelect Juerg Fedier as Director	Mgmt	For		For
4.7	Reelect Gabi Huber as Director	Mgmt	For		For
4.8.1	Reelect Martin Hirzel as Director	Mgmt	For		For
4.8.2	Reelect Dirk Lambrecht as Director	Mgmt	For		Against
4.8.3	Elect Britt Hendriksen as Director	Mgmt	For		For
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Mgmt	For		Against
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Ratify KPMG as Auditors	Mgmt	For		For
7	Designate Remo Baumann as Independent Proxy	Mgmt	For		For
8.1	Approve Remuneration of Directors in the Amount of CHF 2.35 Million	Mgmt	For		For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Against

Givaudan SA

Meeting Date: 03/20/2025

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3	Approve Remuneration Report	Mgmt	For		Against
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	Mgmt	For		For

Givaudan SA

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

Givaudan SA

Meeting Date: 03/20/2025

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Givaudan SA

Shares Voted: 900

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

BELIMO Holding AG

Meeting Date: 03/24/2025

Country: Switzerland

Ticker: BEAN

Record Date:

Meeting Type: Annual

Primary Security ID: H07171129

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		For
4	Approve Remuneration Report	Mgmt	For		For
5	Approve Discharge of Board of Directors	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For		For
7.1.1	Reelect Adrian Altenburger as Director	Mgmt	For		For
7.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For		For
7.1.3	Reelect Sandra Emme as Director	Mgmt	For		For
7.1.4	Reelect Urban Linsi as Director	Mgmt	For		For
7.1.5	Reelect Ines Poeschel as Director	Mgmt	For		For
7.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For		For
7.1.7	Reelect Martin Zwysig as Director	Mgmt	For		For
7.2	Elect Thomas Hallam as Director	Mgmt	For		For
7.3.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For		For

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3.2	Reelect Martin Zwysig as Deputy Chair	Mgmt	For		For
7.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.4.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
7.6	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

BELIMO Holding AG

Meeting Date: 03/24/2025

Country: Switzerland

Ticker: BEAN

Record Date:

Meeting Type: Annual

Primary Security ID: H07171129

Shares Voted: 4,000

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

Sika AG

Meeting Date: 03/25/2025

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For		Against
4.1.2	Reelect Viktor Balli as Director	Mgmt	For		For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For		Against
4.1.4	Reelect Justin Howell as Director	Mgmt	For		For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For		For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For		For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For		For
4.2	Elect Kwok Wang Ng as Director	Mgmt	For		For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For		Against
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.5	Ratify KPMG AG as Auditors	Mgmt	For		For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For		For
5	Approve Sustainability Report	Mgmt	For		For
6.1	Approve Remuneration Report	Mgmt	For		For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For		Against
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Sika AG

Meeting Date: 03/25/2025

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 17,000

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

SGS SA

Meeting Date: 03/26/2025

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 15,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For		For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For		For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For		For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For		For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For		For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For		For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For		For
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For		For
4.1.7	Reelect Janet Vergis as Director	Mgmt	For		For
4.1.8	Elect Patrick Kron as Director	Mgmt	For		Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For		Against
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For		For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For		Against
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For		Against
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For		Against
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For		Against
7	Transact Other Business (Voting)	Mgmt	For		Against

Meeting Date: 03/26/2025 **Country:** Switzerland **Ticker:** SGSN
Record Date: **Meeting Type:** Annual
Primary Security ID: H63838116

Shares Voted: 15,101

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

Meeting Date: 03/26/2025

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For		For
4.2	Reelect Roland Abt as Director	Mgmt	For		For
4.3	Reelect Monique Bourquin as Director	Mgmt	For		For
4.4	Elect Laura Cioli as Director	Mgmt	For		For
4.5	Reelect Guus Dekkers as Director	Mgmt	For		For
4.6	Reelect Frank Esser as Director	Mgmt	For		For
4.7	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For		For
4.8	Reelect Anna Mossberg as Director	Mgmt	For		For
4.9	Reelect Daniel Muenger as Director	Mgmt	For		For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For		For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For		For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For		For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For		For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For		For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For		For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	Mgmt	For		For
7	Reelect Reber Rechtsanwaelte as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Swisscom AG

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

Shares Voted: 1,200

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

ABB Ltd.

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

Shares Voted: 115,000

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

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

Meeting Date: 03/27/2025

Country: Switzerland

Ticker: ABBN

Record Date:
Meeting Type: Annual

Primary Security ID: H0010V101

Shares Voted: 125,000

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

Mobimo Holding AG
Meeting Date: 03/31/2025

Country: Switzerland

Ticker: MOBN

Record Date:
Meeting Type: Annual

Primary Security ID: H55058103

Shares Voted: 17,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 5.15 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 5.10 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.a	Reelect Sabrina Contratto as Director	Mgmt	For		For
4.1.b	Reelect Bernadette Koch as Director	Mgmt	For		For
4.1.c	Reelect Stephane Maye as Director	Mgmt	For		For
4.1.d	Reelect Peter Schaub as Director and as Board Chair	Mgmt	For		For
4.1.e	Reelect Martha Scheiber as Director	Mgmt	For		For
4.1.f	Reelect Markus Schuerch as Director	Mgmt	For		For
4.1.g	Elect Lukas Brosi as Director	Mgmt	For		For
4.2.a	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.b	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.c	Appoint Markus Schuerch as Member of the Nomination and Compensation Committee	Mgmt	For		For

Mobimo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Ratify Ernst and Young AG as Auditors	Mgmt	For		For
4.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For		For
5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		For
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Mobimo Holding AG

Meeting Date: 03/31/2025 **Country:** Switzerland **Ticker:** MOBN
Record Date: **Meeting Type:** Annual
Primary Security ID: H55058103

Shares Voted: 17,776

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

Clariant AG

Meeting Date: 04/01/2025 **Country:** Switzerland **Ticker:** CLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H14843165

Shares Voted: 80,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Allocation of Income	Mgmt	For		For
3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	Mgmt	For		For
4.1.a	Reelect Ahmed Al Umar as Director	Mgmt	For		For
4.1.b	Elect Ben van Beurden as Director	Mgmt	For		For
4.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For		For
4.1.d	Reelect Jens Lohmann as Director	Mgmt	For		For
4.1.e	Reelect Thilo Mannhardt as Director	Mgmt	For		For
4.1.f	Reelect Geoffery Merszei as Director	Mgmt	For		Against
4.1.g	Reelect Eveline Saupper as Director	Mgmt	For		For
4.1.h	Reelect Peter Steiner as Director	Mgmt	For		Against
4.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For		For
4.1.j	Reelect Susanne Wamsler as Director	Mgmt	For		For
4.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For		For
4.2	Elect Ben van Beurden as Board Chair	Mgmt	For		For
4.3.1	Reappoint Jens Lohmann as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	Mgmt	For		For
4.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For		For
4.5	Ratify KPMG AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For		Against

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For		Against
6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For		Against
6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None		Against

Clariant AG

Meeting Date: 04/01/2025 **Country:** Switzerland **Ticker:** CLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H14843165

Shares Voted: 80,000

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

PSP Swiss Property AG

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

Shares Voted: 31,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.90 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Reelect Luciano Gabriel as Director	Mgmt	For		For
5.2	Reelect Henrik Saxborn as Director	Mgmt	For		For
5.3	Reelect Mark Abramson as Director	Mgmt	For		For
5.4	Reelect Corinne Denzler as Director	Mgmt	For		For

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reelect Adrian Dudle as Director	Mgmt	For		For
5.6	Reelect Katharina Lichtner as Director	Mgmt	For		For
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For		For
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	Mgmt	For		For
8	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For		For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For		For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
12.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For		Against
12.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None		Against

PSP Swiss Property AG

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

Shares Voted: 31,800

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

Zehnder Group AG

Meeting Date: 04/03/2025 **Country:** Switzerland **Ticker:** ZEHN
Record Date: **Meeting Type:** Annual
Primary Security ID: H9734C125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 1.00 per Category A Registered Share and CHF 0.20 per Category B Registered Share	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For		Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.7 Million	Mgmt	For		For
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5	Approve Sustainability Report	Mgmt	For		For
6.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	Mgmt	For		For
6.1.2	Reelect Urs Buchmann as Director	Mgmt	For		For
6.1.3	Reelect Riet Cadonau as Director	Mgmt	For		Against
6.1.4	Reelect Sandra Emme as Director	Mgmt	For		For
6.1.5	Reelect Milva Inderbitzin-Zehnder as Director	Mgmt	For		For
6.1.6	Reelect Joerg Walther as Director	Mgmt	For		For
6.1.7	Reelect Ivo Wechsler as Director	Mgmt	For		For
6.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Mgmt	For		Against
6.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Designate Werner Schib as Independent Proxy	Mgmt	For		For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Zehnder Group AG

Meeting Date: 04/03/2025

Country: Switzerland

Ticker: ZEHN

Record Date:

Meeting Type: Annual

Primary Security ID: H9734C125

Shares Voted: 10,000

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

Inficon Holding AG

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: IFCN

Record Date:

Meeting Type: Annual

Primary Security ID: H7190K128

Shares Voted: 1,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		Against
3	Approve Discharge of Board of Directors	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 21.00 per Share	Mgmt	For		For
5.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For		For
5.2	Reelect Vanessa Frey as Director	Mgmt	For		For
5.3	Reelect Beat Siegrist as Director	Mgmt	For		Against
5.4	Reelect Reto Suter as Director	Mgmt	For		For
5.5	Reelect Lukas Winkler as Director	Mgmt	For		Against
6.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For		Against
6.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For		For
6.3	Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For		Against
7	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For

Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Report	Mgmt	For		Against
10	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For		For
11	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2026	Mgmt	For		For
12	Approve 1:10 Stock Split	Mgmt	For		For
13	Transact Other Business (Voting)	Mgmt	For		Against

Inficon Holding AG

Meeting Date: 04/08/2025 **Country:** Switzerland **Ticker:** IFCN
Record Date: **Meeting Type:** Annual
Primary Security ID: H7190K128

Shares Voted: 1,525

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

SIG Group AG

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

Shares Voted: 100,000

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

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For		Against
7.1.1	Reelect Werner Bauer as Director	Mgmt	For		Against
7.1.2	Reelect Thomas Dittrich as Director	Mgmt	For		For
7.1.3	Reelect Mariel Hoch as Director	Mgmt	For		For
7.1.4	Reelect Florence Jeantet as Director	Mgmt	For		For
7.1.5	Reelect Abdallah al Obeikan as Director	Mgmt	For		For
7.1.6	Reelect Martine Snels as Director	Mgmt	For		For
7.2.1	Elect Ola Rollen as Director	Mgmt	For		For
7.2.2	Elect Niren Chaudhary as Director	Mgmt	For		For
7.2.3	Elect Urs Riedener as Director	Mgmt	For		Against
7.3	Elect Ola Rollen as Board Chair	Mgmt	For		For
7.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For		Against
7.4.2	Appoint Niren Chaudhary as Member of the Compensation Committee	Mgmt	For		For
7.4.3	Appoint Urs Riedener as Member of the Compensation Committee	Mgmt	For		Against
8	Designate Keller AG as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

SIG Group AG

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: SIGN

Record Date:

Meeting Type: Annual

Primary Security ID: H76406117

Shares Voted: 100,000

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

Zurich Insurance Group AG

Meeting Date: 04/09/2025

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 11,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
1.3	Approve Sustainability Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For		For
4.1.b	Reelect Joan Amble as Director	Mgmt	For		For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For		For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For		For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For		For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For		For
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For		Against
4.1.j	Reelect Peter Maurer as Director	Mgmt	For		For
4.1.k	Reelect John Rafter as Director	Mgmt	For		For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For		For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For		For
4.1.n	Elect Thomas Jordan as Director	Mgmt	For		For

Zurich Insurance Group AG

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

Zurich Insurance Group AG

Meeting Date: 04/09/2025 **Country:** Switzerland **Ticker:** ZURN
Record Date: **Meeting Type:** Annual

Primary Security ID: H9870Y105

Shares Voted: 11,300

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

COMET Holding AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** COTN
Record Date: **Meeting Type:** Annual

Primary Security ID: H15586151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		Against
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Reelect Mariel Hoch as Director	Mgmt	For		For
5.2	Reelect Patrick Jany as Director	Mgmt	For		For
5.3	Reelect Heinz Kundert as Director	Mgmt	For		For
5.4	Reelect Irene Lee as Director	Mgmt	For		For
5.5	Reelect Edeltraud Leibrock as Director	Mgmt	For		For
5.6	Reelect Benjamin Loh as Director	Mgmt	For		For
5.7	Elect Benjamin Loh as Board Chair	Mgmt	For		For
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2	Reappoint Heinz Kundert as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Appoint Patrick Jany as Member of the Nomination and Compensation Committee	Mgmt	For		For
7	Designate HuettelLAW AG as Independent Proxy	Mgmt	For		For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
9.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For		For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2026 under the Long-Term Incentive Plan	Mgmt	For		For

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2024 under the Short-Term Incentive Plan	Mgmt	For		For
9.5	Approve Remuneration Report	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

COMET Holding AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** COTN
Record Date: **Meeting Type:** Annual
Primary Security ID: H15586151

Shares Voted: 6,550

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

Emmi AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** EMMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H2217C100

Shares Voted: 550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board of Directors	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 16.50 per Share	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For		For
5.1.1	Reelect Urs Riedener as Director and Board Chair	Mgmt	For		For
5.1.2	Reelect Monique Bourquin as Director	Mgmt	For		For
5.1.3	Reelect Dominik Buergy as Director	Mgmt	For		For
5.1.4	Reelect Thomas Grueter as Director	Mgmt	For		For
5.1.5	Reelect Nadja Lang as Director	Mgmt	For		For
5.1.6	Reelect Hubert Muff as Director	Mgmt	For		For
5.2.1	Elect Rebekka Iten as Director	Mgmt	For		For
5.2.2	Elect Christian Troxler as Director	Mgmt	For		For
5.2.3	Elect Anette Weber as Director	Mgmt	For		For
5.3.1	Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.3.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Dominik Buergy as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.3.4	Reappoint Thomas Grueter as Member of the Personnel and Compensation	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		For
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Abstain

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: EMMN

Record Date:

Meeting Type: Annual

Primary Security ID: H2217C100

Shares Voted: 550

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

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: GALE

Record Date:

Meeting Type: Annual

Primary Security ID: H85158113

Shares Voted: 31,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income and Dividends of CHF 1.15 from Retained Earnings	Mgmt	For		For
3.2	Approve Dividends of CHF 1.15 per Share from Capital Contribution Reserves	Mgmt	For		For
4.1.1	Reelect Markus Neuhaus as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Pascale Bruderer as Director	Mgmt	For		For
4.1.3	Reelect Bertrand Jungo as Director	Mgmt	For		For
4.1.4	Reelect Judith Meier as Director	Mgmt	For		For
4.1.5	Reelect Solange Peters as Director	Mgmt	For		For
4.1.6	Reelect Joerg Zulauf as Director	Mgmt	For		For
4.1.7	Elect Nadine Balkanyi-Nordmann as Director	Mgmt	For		For
4.2.1	Reappoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Solange Peters as Member of the Compensation Committee	Mgmt	For		For
4.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

Galenica AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** GALE
Record Date: **Meeting Type:** Annual
Primary Security ID: H85158113

Shares Voted: 26,000

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

Julius Baer Gruppe AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** BAER
Record Date: **Meeting Type:** Annual
Primary Security ID: H4414N103

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
1.3	Approve Sustainability Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		Against
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 4.4 Million	Mgmt	For		Against
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	Mgmt	For		For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	Mgmt	For		Against
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	Mgmt	For		For
5.1.1	Reelect Richard Campbell-Breeden as Director	Mgmt	For		For
5.1.2	Reelect Bruce Fletcher as Director	Mgmt	For		For
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For		For
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For		For
5.1.5	Reelect Tomas Muina as Director	Mgmt	For		For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For		For
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For		For
5.2	Elect Noel Quinn as Director and Board Chair	Mgmt	For		For
5.3.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3.2	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		For
7	Designate Marc Nater as Independent Proxy	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Julius Baer Gruppe AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: BAER

Record Date:

Meeting Type: Annual

Primary Security ID: H4414N103

Julius Baer Gruppe AG

Shares Voted: 9,000

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

Siegfried Holding AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: SFZN

Record Date:

Meeting Type: Annual

Primary Security ID: H7593W109

Shares Voted: 1,000

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

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For		For
6.1.2	Reelect Elodie Carr-Cingari as Director	Mgmt	For		For
6.1.3	Reelect Isabelle Welton as Director	Mgmt	For		For
6.1.4	Reelect Wolfram Carius as Director	Mgmt	For		For
6.1.5	Reelect Andreas Casutt as Director	Mgmt	For		For
6.1.6	Reelect Martin Schmid as Director	Mgmt	For		For
6.1.7	Reelect Beat Walti as Director	Mgmt	For		For
6.2	Reelect Andreas Casutt as Board Chair	Mgmt	For		For
6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For		For
6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		For
6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For		For
7	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Abstain

Siegfried Holding AG

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

Shares Voted: 1,000

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

Straumann Holding AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** STMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8300N127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
1.3	Approve Remuneration Report	Mgmt	For		Against
2.1	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	Mgmt	For		For
2.2	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For		For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For		For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For		Against
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For		Against
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For		For
6.2	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For		For
6.3	Reelect Olivier Filliol as Director	Mgmt	For		For
6.4	Reelect Marco Gadola as Director	Mgmt	For		Against
6.5	Reelect Stefan Meister as Director	Mgmt	For		For
6.6	Reelect Thomas Straumann as Director	Mgmt	For		For
6.7	Reelect Regula Wallimann as Director	Mgmt	For		For
7.1	Reappoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	For		For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For		Against
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For		For
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	For		For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Abstain

Straumann Holding AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** STMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8300N127

Shares Voted: 21,000

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

Tecan Group AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** TECN
Record Date: **Meeting Type:** Annual
Primary Security ID: H84774167

Shares Voted: 13,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		Against
3.a	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For		For
3.b	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Reelect Lukas Braunschweiler as Director	Mgmt	For		For
5.b	Reelect Myra Eskes as Director	Mgmt	For		For
5.c	Reelect Oliver Fetzler as Director	Mgmt	For		For
5.d	Reelect Matthias Gillner as Director	Mgmt	For		For
5.e	Reelect Christa Kreuzburg as Director	Mgmt	For		For
5.f	Reelect Monica Manotas as Director	Mgmt	For		For
5.g	Reelect Daniel Marshak as Director	Mgmt	For		For
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For		For
7.a	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For		Against
7.b	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For		Against
7.c	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For		Against
8	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
10.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For		For
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

Tecan Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Primary Security ID: H84774167

Tecan Group AG

Shares Voted: 12,250

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

UBS Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 42,500

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

UBS Group AG

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

UBS Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 28,500

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

Bossard Holding AG

Meeting Date: 04/11/2025

Country: Switzerland

Ticker: BOSN

Record Date:

Meeting Type: Annual

Primary Security ID: H09904105

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.90 per Category A Registered Share and CHF 0.78 per Category B Registered Share	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For		Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For		For
4.3	Approve Remuneration Report	Mgmt	For		For
5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	Mgmt	For		For
5.2.1	Reelect David Dean as Director and Elect as Board Chair	Mgmt	For		For
5.2.2	Reelect Patricia Heidtman as Director	Mgmt	For		For
5.2.3	Reelect Petra Ehmann as Director	Mgmt	For		For
5.2.4	Reelect Marcel Keller as Director	Mgmt	For		For
5.2.5	Reelect Martin Kuehn as Director	Mgmt	For		For
5.2.6	Reelect Ina Toegel as Director	Mgmt	For		For
5.3.1	Appoint Patricia Heidtman as Member of the Compensation Committee	Mgmt	For		For
5.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Ina Toegel as Member of the Compensation Committee	Mgmt	For		For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
7	Designate Rene Peyer as Independent Proxy	Mgmt	For		For

Bossard Holding AG

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

Bossard Holding AG

Meeting Date: 04/11/2025 **Country:** Switzerland **Ticker:** BOSN
Record Date: **Meeting Type:** Annual
Primary Security ID: H09904105

Shares Voted: 2,300

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

Swiss Re AG

Meeting Date: 04/11/2025 **Country:** Switzerland **Ticker:** SREN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8431B109

Shares Voted: 23,000

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

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

Meeting Date: 04/11/2025

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Primary Security ID: H8431B109

Shares Voted: 23,000

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

Luzerner Kantonalbank AG

Meeting Date: 04/14/2025

Country: Switzerland

Ticker: LUKN

Record Date:

Meeting Type: Annual

Primary Security ID: H5112C109

Shares Voted: 35,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3.1	Approve Remuneration of Directors in the Amount of CHF 874,522	Mgmt	For		For
3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Mgmt	For		Against
3.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For		For
5.2	Approve Dividends of CHF 1.30 per Share from Capital Contribution Reserves	Mgmt	For		For
6.1.1	Reelect Markus Hongler as Director	Mgmt	For		For
6.1.2	Reelect Martha Scheiber as Director	Mgmt	For		For
6.1.3	Reelect Andreas Dietrich as Director	Mgmt	For		For
6.1.4	Reelect Erica Spiegler as Director	Mgmt	For		For
6.1.5	Reelect Andreas Emmenegger as Director	Mgmt	For		For
6.1.6	Reelect Marc Glaeser as Director	Mgmt	For		For

Luzerner Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.7	Reelect Roger Studer as Director	Mgmt	For		For
6.1.8	Reelect Nicole Vyskocil as Director	Mgmt	For		For
6.2	Reelect Markus Hongler as Board Chair	Mgmt	For		For
6.3.1	Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Mgmt	For		For
6.3.2	Reappoint Markus Hongler as Member of the Personnel and Compensation Committee	Mgmt	For		For
6.3.3	Reappoint Marc Glaeser as Member of the Personnel and Compensation Committee	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8	Designate Raphael Haas as Independent Proxy	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Luzerner Kantonalbank AG

Meeting Date: 04/14/2025 **Country:** Switzerland **Ticker:** LUKN
Record Date: **Meeting Type:** Annual

Primary Security ID: H5112C109

Shares Voted: 35,675

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

Sandoz Group AG

Meeting Date: 04/15/2025 **Country:** Switzerland **Ticker:** SDZ
Record Date: **Meeting Type:** Annual

Primary Security ID: H7140B103

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	For		For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 24.2 Million and the Lower Limit of CHF 22 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For		For
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For		Against
5.5	Amend Articles Re: Limitation of Subscription Rights	Mgmt	For		For
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For		For
6.1.b	Reelect Karen Huebscher as Director	Mgmt	For		For
6.1.c	Reelect Shamiram Feinglass as Director	Mgmt	For		For
6.1.d	Reelect Mathai Mammen as Director	Mgmt	For		For
6.1.e	Reelect Graeme Pitkethly as Director	Mgmt	For		For
6.1.f	Reelect Michael Rechsteiner as Director	Mgmt	For		For
6.1.g	Reelect Urs Riedener as Director	Mgmt	For		For
6.1.h	Reelect Aarti Shah as Director	Mgmt	For		For
6.1.i	Reelect Ioannis Skoufalos as Director	Mgmt	For		For
6.1.j	Reelect Maria Varsellona as Director	Mgmt	For		For
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For		For
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For		For
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For		For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For		For
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	Mgmt	For		Against
7.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Sandoz Group AG

Meeting Date: 04/15/2025 **Country:** Switzerland **Ticker:** SDZ
Record Date: **Meeting Type:** Annual

Primary Security ID: H7140B103

Shares Voted: 11,500

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

Bucher Industries AG

Meeting Date: 04/16/2025 **Country:** Switzerland **Ticker:** BUCN
Record Date: **Meeting Type:** Annual

Primary Security ID: H10914176

Shares Voted: 1,200

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

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	Mgmt	For		For
4.1.a	Reelect Anita Hauser as Director	Mgmt	For		For
4.1.b	Reelect Michael Hauser as Director	Mgmt	For		For
4.1.c	Reelect Martin Hirzel as Director	Mgmt	For		For
4.1.d	Reelect Urs Kaufmann as Director	Mgmt	For		For
4.1.e	Reelect Stefan Scheiber as Director	Mgmt	For		Against
4.2	Elect Manja Greimeier as Director	Mgmt	For		For
4.3.a	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For		For
4.3.b	Reappoint Stefan Scheiber as Member of the Compensation Committee	Mgmt	For		Against
4.4	Designate Keller AG as Independent Proxy	Mgmt	For		For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For		For
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

Bucher Industries AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: BUCN

Record Date:

Meeting Type: Annual

Primary Security ID: H10914176

Bucher Industries AG

Shares Voted: 1,200

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

Geberit AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Primary Security ID: H2942E124

Shares Voted: 6,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 12.80 per Share	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		For
4	Approve Discharge of Board of Directors	Mgmt	For		For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For		For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For		For
5.1.3	Reelect Felix Ehret as Director	Mgmt	For		For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For		For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For		For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For		For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For		For
7	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
8.1	Approve Remuneration Report	Mgmt	For		For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For		For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Against

Geberit AG

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

Shares Voted: 6,125

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

Georg Fischer AG

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

Shares Voted: 38,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
1.3	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 1.35 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Peter Hackel as Director	Mgmt	For		For
4.2	Reelect Annika Paasikivi as Director	Mgmt	For		For
4.3	Reelect Stefan Raebtsamen as Director	Mgmt	For		For
4.4	Reelect Eveline Saupper as Director	Mgmt	For		For

Georg Fischer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Reelect Ayano Senaha as Director	Mgmt	For		For
4.6	Reelect Yves Serra as Director	Mgmt	For		For
4.7	Reelect Michelle Wen as Director	Mgmt	For		For
5.1	Reelect Yves Serra as Board Chair	Mgmt	For		For
5.2.1	Reappoint Annika Paasikivi as Member of the Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	Mgmt	For		For
6	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
7	Approve Remuneration of Executive Committee in the Amount of CHF 12.4 Million	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Designate Christoph Vaucher as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Georg Fischer AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: GF

Record Date:

Meeting Type: Annual

Primary Security ID: H26091274

Shares Voted: 38,000

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

Komax Holding AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: KOMN

Record Date:

Meeting Type: Annual

Primary Security ID: H4614U113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		Against
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
5.1.1	Reelect Beat Kaelin as Director	Mgmt	For		For
5.1.2	Reelect David Dean as Director	Mgmt	For		For
5.1.3	Reelect Andreas Haerberli as Director	Mgmt	For		For
5.1.4	Reelect Annette Heimlicher as Director	Mgmt	For		For
5.1.5	Reelect Mariel Hoch as Director	Mgmt	For		For
5.1.6	Reelect Juerg Werner as Director	Mgmt	For		For
5.2	Elect Andreas Haerberli as Board Chair	Mgmt	For		For
5.3	Elect Daniel Lippuner as Director	Mgmt	For		For
5.4.1	Reappoint Andreas Haerberli as Member of the Compensation Committee	Mgmt	For		For
5.4.2	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For		For
5.4.3	Appoint Annette Heimlicher as Member of the Compensation Committee	Mgmt	For		For
5.5	Designate Tschuemperlin Loetscher Schwarz AG as Independent Proxy	Mgmt	For		For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
6.2	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For		For
7	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For		Against

Komax Holding AG

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

Komax Holding AG

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

Shares Voted: 5,750

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

Nestle SA

Meeting Date: 04/16/2025 **Country:** Switzerland **Ticker:** NESN
Record Date: **Meeting Type:** Annual
Primary Security ID: H57312649

Shares Voted: 98,000

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

Nestle SA

Meeting Date: 04/16/2025 **Country:** Switzerland **Ticker:** NESN
Record Date: **Meeting Type:** Annual
Primary Security ID: H57312649

Shares Voted: 98,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		Against
3	Approve Allocation of Income and Dividends of CHF 3.05 per Share	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For		For
4.1.b	Reelect Pablo Isla as Director	Mgmt	For		For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For		For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For		For
4.1.e	Reelect Dick Boer as Director	Mgmt	For		For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For		For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For		For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For		For
4.1.i	Reelect Chris Leong as Director	Mgmt	For		For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For		For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For		For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For		For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For		For
4.2	Elect Laurent Freixe as Director	Mgmt	For		Against
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Mgmt	For		Against

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	Against		Against

Galderma Group AG

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

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 0.15 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Thomas Ebeling as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Michael Bauer as Director	Mgmt	For		For
4.1.3	Reelect Marcus Brennecke as Director	Mgmt	For		For
4.1.4	Reelect Daniel Browne as Director	Mgmt	For		For
4.1.5	Reelect Maria Hilado as Director	Mgmt	For		For
4.1.6	Reelect Karen Ling as Director	Mgmt	For		For
4.1.7	Reelect Sherilyn McCoy as Director	Mgmt	For		Against
4.1.8	Reelect Flemming Ornskov as Director	Mgmt	For		Against
4.2.1	Elect Roberto Marques as Director	Mgmt	For		For
4.3.1	Reappoint Karen Ling as Member of the Compensation Committee	Mgmt	For		Against

Galderma Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.2	Reappoint Thomas Ebeling as Member of the Compensation Committee	Mgmt	For		Against
4.4	Appoint Roberto Marques as Member of the Compensation Committee	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Mgmt	For		Against
6	Designate Altenburger Ltd as Independent Proxy	Mgmt	For		For
7	Ratify KPMG AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Galderma Group AG

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

Shares Voted: 4,300

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

Cembra Money Bank AG

Meeting Date: 04/24/2025 **Country:** Switzerland **Ticker:** CMBN
Record Date: **Meeting Type:** Annual
Primary Security ID: H1329L107

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 4.25 per Share	Mgmt	For		For

Cembra Money Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.1	Reelect Franco Morra as Director	Mgmt	For		For
5.1.2	Reelect Marc Berg as Director	Mgmt	For		For
5.1.3	Reelect Thomas Buess as Director	Mgmt	For		For
5.1.4	Reelect Susanne Kloess-Braekler as Director	Mgmt	For		For
5.1.5	Reelect Sandra Hauser as Director	Mgmt	For		For
5.2	Elect Wanda Eriksen as Director	Mgmt	For		For
5.3	Reelect Franco Morra as Board Chair	Mgmt	For		For
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.4.2	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.4.3	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For		For
5.6	Ratify KPMG AG as Auditors	Mgmt	For		For
6	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For		For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 8.7 Million	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Cembra Money Bank AG

Meeting Date: 04/24/2025

Country: Switzerland

Ticker: CMBN

Record Date:

Meeting Type: Annual

Primary Security ID: H1329L107

Cembra Money Bank AG

Shares Voted: 5,500

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

Kardex Holding AG

Meeting Date: 04/24/2025

Country: Switzerland

Ticker: KARN

Record Date:

Meeting Type: Annual

Primary Security ID: H44577189

Shares Voted: 4,350

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

Kardex Holding AG

Meeting Date: 04/24/2025

Country: Switzerland

Ticker: KARN

Record Date:

Meeting Type: Annual

Primary Security ID: H44577189

Shares Voted: 4,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 6.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For		For
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For		Against
4.1.3	Reelect Andreas Haerberli as Director	Mgmt	For		For
4.1.4	Reelect Jennifer Maag as Director	Mgmt	For		For
4.1.5	Reelect Maria Vacalli as Director	Mgmt	For		For

Kardex Holding AG

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

Allreal Holding AG

Meeting Date: 04/25/2025 **Country:** Switzerland **Ticker:** ALLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0151D100

Shares Voted: 24,268

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

Allreal Holding AG

Meeting Date: 04/25/2025 **Country:** Switzerland **Ticker:** ALLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0151D100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.a	Reelect Ralph-Thomas Honegger as Director and Board Chair	Mgmt	For		For
4.1.b	Reelect Philipp Gmuer as Director	Mgmt	For		For
4.1.c	Reelect Andrea Sieber as Director	Mgmt	For		For
4.1.d	Reelect Peter Spuhler as Director	Mgmt	For		For
4.1.e	Reelect Thomas Stenz as Director	Mgmt	For		For
4.1.f	Reelect Juerg Stoeckli as Director	Mgmt	For		For
4.1.g	Reelect Anja Guelpa as Director	Mgmt	For		For
4.2	Elect Sandra Kecerski as Director	Mgmt	For		For
4.3.a	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.b	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.c	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4	Designate Andre Weber as Independent Proxy	Mgmt	For		For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For		For

Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For		For
5.4	Approve Remuneration Report	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

Helvetia Holding AG

Meeting Date: 04/25/2025

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 6.70 per Share	Mgmt	For		For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For		For
4.2.1	Reelect Hans Kuenzle as Director	Mgmt	For		For
4.2.2	Reelect Rene Cotting as Director	Mgmt	For		For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For		For
4.2.4	Reelect Ivo Furrer as Director	Mgmt	For		For
4.2.5	Reelect Luigi Lubelli as Director	Mgmt	For		For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For		For
4.2.7	Reelect Regula Wallimann as Director	Mgmt	For		For
4.2.8	Reelect Yvonne Macus as Director	Mgmt	For		For
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For		For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Appoint Yvonne Macus as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.3 Million	Mgmt	For		For
6	Designate Walter Wagner as Independent Proxy	Mgmt	For		For
7	Ratify KPMG AG as Auditors	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Helvetia Holding AG

Meeting Date: 04/25/2025

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

Shares Voted: 4,000

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

BKW AG

Meeting Date: 04/29/2025

Country: Switzerland

Ticker: BKW

Record Date:

Meeting Type: Annual

Primary Security ID: H10053108

Shares Voted: 2,500

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

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

Meeting Date: 04/29/2025

Country: Switzerland

Ticker: BKW

Record Date:
Meeting Type: Annual

Primary Security ID: H10053108

Shares Voted: 2,500

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

VAT Group AG
Meeting Date: 04/29/2025

Country: Switzerland

Ticker: VACN

Record Date:
Meeting Type: Annual

Primary Security ID: H90508104

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 6.25 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For		For
4.1.3	Reelect Hermann Gerlinger as Director	Mgmt	For		For
4.1.4	Reelect Libo Zhang as Director	Mgmt	For		For
4.1.5	Reelect Daniel Lippuner as Director	Mgmt	For		For
4.1.6	Reelect Petra Denk as Director	Mgmt	For		For
4.1.7	Reelect Thomas Piliszczuk as Director	Mgmt	For		For
4.1.8	Elect Clara-Ann Gordon as Director	Mgmt	For		For
4.1.9	Elect Michael Allison as Director	Mgmt	For		For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For		For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Roger Foehn as Independent Proxy	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration Report	Mgmt	For		For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 882,785 for Fiscal Year 2024	Mgmt	For		For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2026	Mgmt	For		For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2026	Mgmt	For		For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.7 Million for the Period from 2025 AGM to 2026 AGM	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

VAT Group AG

Meeting Date: 04/29/2025 **Country:** Switzerland **Ticker:** VACN
Record Date: **Meeting Type:** Annual
Primary Security ID: H90508104

Shares Voted: 9,700

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

SFS Group AG

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

Shares Voted: 12,000

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

Meeting Date: 04/30/2025

Country: Switzerland

Ticker: SFSN

Record Date:

Meeting Type: Annual

Primary Security ID: H7482F118

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Sustainability Report	Mgmt	For		For
3.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million and 5,000 Company Shares	Mgmt	For		For
3.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For		For
3.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million and 7,400 Company Shares	Mgmt	For		For
3.4	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For		For
6.a	Reelect Peter Bauschatz as Director	Mgmt	For		For
6.b	Reelect Tanja Birner as Director	Mgmt	For		For
6.c	Reelect Nick Huber as Director	Mgmt	For		For
6.d	Reelect Urs Kaufmann as Director	Mgmt	For		Against
6.e	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For		Against
6.f	Reelect Manuela Suter as Director	Mgmt	For		For
6.g	Reelect Fabian Tschan as Director	Mgmt	For		For
6.h	Reelect Joerg Walther as Director	Mgmt	For		For
7.a	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.b	Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	Mgmt	For		Against

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c	Appoint Tanja Birner as Member of the Nomination and Compensation Committee	Mgmt	For		For
8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

Accelleron Industries AG

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: ACLN

Record Date:

Meeting Type: Annual

Primary Security ID: H0029X106

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Non-Financial Report	Mgmt	For		Against
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	Mgmt	For		For
6.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For		For
6.1.3	Reelect Monika Kruesi as Director	Mgmt	For		For
6.1.4	Reelect Stefano Pampalone as Director	Mgmt	For		For
6.1.5	Reelect Gabriele Sons as Director	Mgmt	For		For
6.1.6	Reelect Detlef Trefzger as Director	Mgmt	For		For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For		For

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For		For
6.4	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For		For
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Mgmt	For		For
8.2	Approve Cancellation of Conditional Capital	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Accelleron Industries AG

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

Shares Voted: 10,000

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

Alcon Inc.

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

Shares Voted: 45,000

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

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: ALC

Record Date:

Meeting Type: Annual

Primary Security ID: H01301128

Shares Voted: 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 0.28 per Share	Mgmt	For		For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For		Against
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For		For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For		Against
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For		For
6.2	Reelect Lynn Bleil as Director	Mgmt	For		For
6.3	Reelect Arthur Cummings as Director	Mgmt	For		For
6.4	Reelect David Endicott as Director	Mgmt	For		Against
6.5	Reelect Thomas Glanzmann as Director	Mgmt	For		For
6.6	Reelect Keith Grossman as Director	Mgmt	For		For
6.7	Reelect Scott Maw as Director	Mgmt	For		For
6.8	Reelect Karen May as Director	Mgmt	For		For
6.9	Reelect Ines Poeschel as Director	Mgmt	For		For
6.10	Reelect Dieter Spaelti as Director	Mgmt	For		For
6.11	Elect Deborah Di Sanzo as Director	Mgmt	For		For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For		Against
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For		Against

Alcon Inc.

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

DSM-Firmenich AG

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 15,000

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

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.i	Reelect John Ramsay as Director	Mgmt	For		For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For		For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For		For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For		Against
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For		For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 44 Million	Mgmt	For		Against
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For		For
8	Approve Creation of Capital Band within the Upper Limit of EUR 2.9 Million and the Lower Limit of EUR 2.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Against

DSM-Firmenich AG

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 15,000

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

Kuehne + Nagel International AG

Meeting Date: 05/07/2025

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 8.25 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.a	Reelect Anne-Catherine Berner as Director	Mgmt	For		Against
4.1.b	Reelect Dominik Buergy as Director	Mgmt	For		For
4.1.c	Reelect Dominik de Daniel as Director	Mgmt	For		For
4.1.d	Reelect Karl Gernandt as Director	Mgmt	For		Against
4.1.e	Reelect Klaus-Michael Kuehne as Director	Mgmt	For		Against
4.1.f	Reelect Tobias Staehelin as Director	Mgmt	For		For
4.1.g	Reelect Hauke Stars as Director	Mgmt	For		Against
4.1.h	Reelect Martin Wittig as Director	Mgmt	For		For
4.1.i	Reelect Joerg Wolle as Director	Mgmt	For		Against
4.2	Reelect Joerg Wolle as Board Chair	Mgmt	For		Against
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For		Against
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	Mgmt	For		For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For		Against
4.4	Designate Stefan Mangold as Independent Proxy	Mgmt	For		For
4.5	Ratify KPMG AG as Auditors	Mgmt	For		For
5	Approve Sustainability Report	Mgmt	For		Against
6	Approve Remuneration Report	Mgmt	For		Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For		Against

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Kuehne + Nagel International AG

Meeting Date: 05/07/2025 **Country:** Switzerland **Ticker:** KNIN
Record Date: **Meeting Type:** Annual
Primary Security ID: H4673L145

Shares Voted: 14,000

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

Medacta Group SA

Meeting Date: 05/07/2025 **Country:** Switzerland **Ticker:** MOVE
Record Date: **Meeting Type:** Annual
Primary Security ID: H7251B108

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
1.3	Approve Remuneration Report	Mgmt	For		Against
2.1	Approve Allocation of Income and Dividends of CHF 0.345 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 0.345 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Alberto Siccardi as Director	Mgmt	For		Against
4.2	Reelect Maria Siccardi Tonolli as Director	Mgmt	For		Against
4.3	Reelect Victor Balli as Director	Mgmt	For		For
4.4	Reelect Riccardo Braglia as Director	Mgmt	For		For

Medacta Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Reelect Philippe Weber as Director	Mgmt	For		For
5	Reelect Alberto Siccardi as Board Chair	Mgmt	For		Against
6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	Mgmt	For		Against
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Mgmt	For		For
7	Designate Fulvio Pelli as Independent Proxy	Mgmt	For		For
8	Ratify Deloitte SA as Auditors	Mgmt	For		For
9.1.a	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
9.1.b	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Mgmt	For		Against
9.2.a	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For		For
9.2.b	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Mgmt	For		Against
9.2.c	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Medacta Group SA

Meeting Date: 05/07/2025

Country: Switzerland

Ticker: MOVE

Record Date:

Meeting Type: Annual

Primary Security ID: H7251B108

Shares Voted: 6,000

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

Meeting Date: 05/09/2025

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Non-Financial Report	Mgmt	For		For
3	Approve Remuneration Report	Mgmt	For		Against
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For		For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For		For
6.1.2	Reelect Jean-Marc Huet as Director	Mgmt	For		For
6.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For		For
6.1.4	Reelect Christoph Maeder as Director	Mgmt	For		For
6.1.5	Reelect Roger Nitsch as Director	Mgmt	For		For
6.1.6	Reelect Barbara Richmond as Director	Mgmt	For		For
6.1.7	Reelect Juergen Steinemann as Director	Mgmt	For		For
6.2.1	Elect Juan Andres as Director	Mgmt	For		For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	Mgmt	For		For
6.2.3	Elect David Meline as Director	Mgmt	For		For
6.3	Reelect Jean-Marc Huet as Board Chair	Mgmt	For		For
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	Mgmt	For		For
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For		For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	Mgmt	For		For
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	Mgmt	For		For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4.5	Appoint David Meline as Member of the Compensation Committee	Mgmt	For		For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For		Against
8	Designate Lenz Caemmerer as Independent Proxy	Mgmt	For		For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For		For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	Mgmt	For		For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

Lonza Group AG

Meeting Date: 05/09/2025

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 7,800

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

Holcim Ltd.

Meeting Date: 05/14/2025

Country: Switzerland

Ticker: HOLN

Record Date:

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 6,000

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

Meeting Date: 05/14/2025

Country: Switzerland

Ticker: HOLN

Record Date:
Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
1.3	Approve Non-Financial Report	Mgmt	For		For
1.4	Approve Climate Report	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Amrize Ltd	Mgmt	For		For
3.2	Approve Dividends of CHF 3.10 per Share from Capital Contribution Reserves	Mgmt	For		For
4	Approve CHF 24.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
5.1.1	Reelect Kim Fausing as Director and Board Chair	Mgmt	For		Against
5.1.2	Reelect Philippe Block as Director	Mgmt	For		For
5.1.3	Reelect Leanne Geale as Director	Mgmt	For		For
5.1.4	Reelect Catrin Hinkel as Director	Mgmt	For		For
5.1.5	Reelect Naina Lal Kidwai as Director	Mgmt	For		For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For		For
5.1.7	Reelect Michael McGarry as Director	Mgmt	For		For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For		For
5.2.1	Elect Adolfo Orive as Director	Mgmt	For		For
5.2.2	Elect Sven Schneider as Director	Mgmt	For		For
5.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For

Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3.2	Reappoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.4.1	Appoint Leanne Geale as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
5.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For		Against
7	Transact Other Business (Voting)	Mgmt	For		Against

Swiss Life Holding AG

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

Shares Voted: 3,250

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

Swiss Life Holding AG

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

Shares Voted: 3,250

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

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report	Mgmt	For		For
1.3	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 35.00 per Share	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For		For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For		For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For		For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For		Against
5.2	Reelect Thomas Buess as Director	Mgmt	For		For
5.3	Reelect Monika Buetler as Director	Mgmt	For		For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For		For
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For		For
5.6	Reelect Damir Filipovic as Director	Mgmt	For		For
5.7	Reelect Stefan Loacker as Director	Mgmt	For		For
5.8	Reelect Severin Moser as Director	Mgmt	For		For
5.9	Reelect Henry Peter as Director	Mgmt	For		Against
5.10	Reelect Martin Schmid as Director	Mgmt	For		For
5.11	Reelect Franziska Sauber as Director	Mgmt	For		Against
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For		For
5.13	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For		For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For		For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Partners Group Holding AG

Meeting Date: 05/21/2025 **Country:** Switzerland **Ticker:** PGHN
Record Date: **Meeting Type:** Annual
Primary Security ID: H6120A101

Shares Voted: 2,950

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

Partners Group Holding AG

Meeting Date: 05/21/2025 **Country:** Switzerland **Ticker:** PGHN
Record Date: **Meeting Type:** Annual
Primary Security ID: H6120A101

Shares Voted: 2,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 42.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Remuneration Report	Mgmt	For		Against
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For		Against

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	Mgmt	For		Against
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	Mgmt	For		Against
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For		Against
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	Mgmt	For		Against
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	Mgmt	For		For
6.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For		Against
6.1.2	Elect Urban Angehrn as Director	Mgmt	For		For
6.1.3	Reelect Marcel Erni as Director	Mgmt	For		For
6.1.4	Reelect Alfred Gantner as Director	Mgmt	For		For
6.1.5	Reelect Anne Lester as Director	Mgmt	For		For
6.1.6	Reelect Gaelle Olivier as Director	Mgmt	For		For
6.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For		For
6.1.8	Reelect Flora Zhao as Director	Mgmt	For		For
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For		Against
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For		Against
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For		Against
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For		For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Helvetia Holding AG

Meeting Date: 05/23/2025

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H3701P102

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	For		For
2	Approve Merger by Absorption of Baloise Holding AG	Mgmt	For		For
3	Approve Creation of Capital Band within the Upper Limit of CHF 2 Million without Preemptive Rights in Connection with Acquisition of Baloise Holding AG	Mgmt	For		For
4	Change Company Name to Helvetia Baloise Holding AG	Mgmt	For		For
5.1	Approve Creation of CHF 238,765.64 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For		For
5.2	Amend Articles Re: Registration in the Share Register	Mgmt	For		For
5.3	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For		Against
5.4	Approve Increase in Maximum Size of Board to 14 Members	Mgmt	For		For
6.1	Elect Thomas von Planta as Director and Board Chair	Mgmt	For		For
6.2.1	Elect Guido Fuerer as Director	Mgmt	For		For
6.2.2	Elect Christoph Maeder as Director	Mgmt	For		For
6.2.3	Elect Markus Neuhaus as Director	Mgmt	For		For
6.2.4	Elect Vincent Vandendael as Director	Mgmt	For		For
6.2.5	Elect Marie-Noelle Venturi Zen-Ruffinen as Director	Mgmt	For		For
6.3.1	Appoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3.2	Appoint Marie-Noelle Venturi Zen-Ruffinen as Member of the Nomination and Compensation Committee	Mgmt	For		For
7	Approve Fixed Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For		For

Helvetia Holding AG

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

Helvetia Holding AG

Meeting Date: 05/23/2025 **Country:** Switzerland **Ticker:** HELN
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H3701P102

Shares Voted: 4,000

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

Interroll Holding AG

Meeting Date: 06/06/2025 **Country:** Switzerland **Ticker:** INRN
Record Date: **Meeting Type:** Annual
Primary Security ID: H4247Q117

Shares Voted: 615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 32.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
4.2	Amend Corporate Purpose	Mgmt	For		For
4.3	Amend Articles of Association	Mgmt	For		Against
5.1	Approve Remuneration Report	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		Against
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For		Against
6.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For		For

Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reelect Stefano Mercurio as Director	Mgmt	For		For
6.3	Reelect Ingo Specht as Director	Mgmt	For		Against
6.4	Reelect Elena Cortona as Director	Mgmt	For		For
6.5	Reelect Susanne Schreiber as Director	Mgmt	For		For
7.1	Appoint Susanne Schreiber as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9	Designate Francesco Adami as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Interroll Holding AG

Meeting Date: 06/06/2025

Country: Switzerland

Ticker: INRN

Record Date:

Meeting Type: Annual

Primary Security ID: H4247Q117

Shares Voted: 615

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

Sonova Holding AG

Meeting Date: 06/10/2025

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 11,250

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

Sonova Holding AG

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

Sonova Holding AG

Meeting Date: 06/10/2025

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Sonova Holding AG

Shares Voted: 11,250

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

EMS-Chemie Holding AG

Meeting Date: 08/09/2025

Country: Switzerland

Ticker: EMSN

Record Date:

Meeting Type: Annual

Primary Security ID: H22206199

Shares Voted: 1,200

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

EMS-Chemie Holding AG

Meeting Date: 08/09/2025

Country: Switzerland

Ticker: EMSN

Record Date:

Meeting Type: Annual

Primary Security ID: H22206199

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
3.2	Approve Non-Financial Report	Mgmt	For		Against
3.3.1	Approve Remuneration of Directors in the Amount of CHF 768,316	Mgmt	For		For
3.3.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For		For
4	Approve Allocation of Income and Ordinary Dividends of CHF 13.95 per Share and a Special Dividend of CHF 3.30 per Share	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For

EMS-Chemie Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.1	Reelect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For		Against
6.1.2	Reelect Magdalena Martullo as Director	Mgmt	For		Against
6.1.3	Reelect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For		For
6.1.4	Reelect Kaspar Kelterborn as Director and Member of the Compensation Committee	Mgmt	For		For
6.2	Ratify BDO AG as Auditors	Mgmt	For		For
6.3	Designate Robert Daeppen as Independent Proxy	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Logitech International S.A.

Meeting Date: 09/09/2025 **Country:** Switzerland **Ticker:** LOGN
Record Date: **Meeting Type:** Annual
Primary Security ID: H50430232

Shares Voted: 30,500

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

Logitech International S.A.

Meeting Date: 09/09/2025 **Country:** Switzerland **Ticker:** LOGN
Record Date: 09/03/2025 **Meeting Type:** Annual
Primary Security ID: H50430232

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Approve Remuneration Report	Mgmt	For		Against
4	Approve Non-Financial Report	Mgmt	For		Against

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For		For
6	Amend Articles Re: Renewal of the Capital Band	Mgmt	For		For
7	Approve Discharge of Board and Senior Management	Mgmt	For		For
	Elections to the Board of Directors	Mgmt			
8.A	Elect Director Donald Allan	Mgmt	For		For
8.B	Elect Director Edouard Bugnion	Mgmt	For		For
8.C	Elect Director Johanna Hanneke Faber	Mgmt	For		Against
8.D	Elect Director Guy Gecht	Mgmt	For		For
8.E	Elect Director Christopher Jones	Mgmt	For		For
8.F	Elect Director Marjorie Lao	Mgmt	For		For
8.G	Elect Director Owen Mahoney	Mgmt	For		For
8.H	Elect Director Neela Montgomery	Mgmt	For		For
8.I	Elect Director Kwok Wang Ng	Mgmt	For		For
8.J	Elect Director Deborah Thomas	Mgmt	For		For
8.K	Elect Director Sascha Zahnd	Mgmt	For		For
9	Elect Guy Gecht as Board Chair	Mgmt	For		For
	Elections to the Compensation Committee	Mgmt			
10.A	Appoint Donald Allan as Member of the Compensation Committee	Mgmt	For		For
10.B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For		For
10.C	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For		For
10.D	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For		For
11	Approve Remuneration of Directors in the Amount of CHF 3,900,000	Mgmt	For		For
12	Approve Remuneration of Executive Committee in the Amount of USD 28,302,000	Mgmt	For		Against

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2026	Mgmt	For		For
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Proxy	Mgmt	For		For

Compagnie Financiere Richemont SA

Meeting Date: 09/10/2025 **Country:** Switzerland **Ticker:** CFR
Record Date: **Meeting Type:** Annual

Primary Security ID: H25662182

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Non-Financial Report	Mgmt	For		Against
2	Approve Allocation of Income and Ordinary Dividends of CHF 3.00 per Registered A Share and CHF 0.30 per Registered B Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For		For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For		For
5.2	Reelect Bram Schot as Director	Mgmt	For		For
5.3	Reelect Nikesh Arora as Director	Mgmt	For		For
5.4	Reelect Nicolas Bos as Director	Mgmt	For		Against
5.5	Reelect Fiona Druckenmiller as Director	Mgmt	For		For
5.6	Reelect Burkhardt Grund as Director	Mgmt	For		Against
5.7	Reelect Keyu Jin as Director	Mgmt	For		Against

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Reelect Wendy Luhabe as Director	Mgmt	For		For
5.9	Reelect Josua Malherbe as Director	Mgmt	For		Against
5.10	Reelect Jeff Moss as Director	Mgmt	For		For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For		For
5.12	Reelect Anton Rupert as Director	Mgmt	For		For
5.13	Reelect Gary Saage as Director	Mgmt	For		For
5.14	Reelect Patrick Thomas as Director	Mgmt	For		Against
5.15	Reelect Jasmine Whitbread as Director	Mgmt	For		For
6.1	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For		Against
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For		Against
6.3	Reappoint Bram Schot as Member of the Compensation Committee	Mgmt	For		For
6.4	Reappoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For		Against
7	Ratify KPMG SA as Auditors	Mgmt	For		For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For		For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.4 Million	Mgmt	For		Against
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 18.4 Million	Mgmt	For		Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

Compagnie Financiere Richemont SA

Meeting Date: 09/10/2025

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 11,000

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